



### **CONTACT**

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### **NOW & BEYOND 2004**



#### **KALGOORLIE CONSOLIDATED GOLD MINES**

PMB 27  
Kalgoorlie 6430  
Western Australia, Australia  
Telephone: 61.8.9022.1100  
[www.superpit.com.au](http://www.superpit.com.au)

#### **NEWMONT AUSTRALIA LIMITED**

*Adelaide Site Support Centre*  
100 Hutt Street  
Adelaide, 5000  
South Australia, Australia  
Telephone: 61.8.8303.1700

#### **NEWMONT MINING CORPORATION**

*Corporate Headquarters*  
1700 Lincoln Street  
Denver, Colorado 80203  
United States of America  
Telephone: + 1.303.863.7414

#### **WEBSITE**

[www.newmont.com](http://www.newmont.com)

### *Responsibility Report*

## **KALGOORLIE** *Australia/New Zealand*

*North America*

*South America*

*Indonesia*

*Central Asia*

*Africa*

## KALGOORLIE

The largest gold mine in Australia is Kalgoorlie Consolidated Gold Mine's (KCGM) Super Pit, located 580 kilometres (360 miles) east of Perth and just 400 meters (a quarter-mile) away from the town of Kalgoorlie-Boulder. Newmont holds a 50 percent interest in the mine. The Super Pit employs approximately 700 employees and contractors.

KCGM sold 468,400 equity ounces of gold in 2004 and reported 5.2 million equity ounces of gold reserves at year-end. Reserves are estimates of gold deposits that can be profitably mined. The Kalgoorlie mine has produced more than 10 million ounces of gold since it began operating.

KCGM recently installed a gravity recovery circuit at its Fimiston plant to improve overall gold recovery. Concentrate coming from the plant is trucked to a roaster at Gidji, 16 kilometres (10 miles) north of Kalgoorlie, where the ore is smelted to recover the gold.

## ABOUT THIS REPORT

Newmont publishes *Now & Beyond* reports for each of its operations. The reports complement a corporate report and the company's annual report to shareholders, both of which are available on the Company's web site, [www.newmont.com](http://www.newmont.com). This report includes information about the Kalgoorlie Consolidated Gold Mines (KCGM) operation. Information relates to the 2004 calendar year and figures are quoted in Australian and U.S. dollars at a conversion rate of \$AUD 1.36 = \$US 1.

The reports are available in hard copy from the Golden Grove mine in Western Australia, the regional office in Adelaide or Newmont's corporate headquarters in Denver, Colorado, U.S.A. (see contact information on the back cover).

The report focuses on the areas that we and our stakeholders consider vitally important:

- The health and safety of our employees;
- The fair and equitable treatment of all of our employees – including their working conditions, human rights, professional development and remuneration;
- The benefits to our communities with a focus on building long-term value from jobs and new or improved infrastructure to improved healthcare, education and social services; and
- The importance of protecting the environment and maintaining biodiversity, during the operating life, closure and rehabilitation of our mining operations.

In 2003 we introduced our Five Star Integrated Management System to ensure effective management processes are in place at all our operations to manage our health and safety, community and environmental responsibilities, and ensure corporate policies are implemented at our sites. Annual Five Star assessments help us monitor the effectiveness of our management systems and prioritize areas to improve. The system provides the necessary tools to manage our areas of focus cited above.

Our Five Star standards for environmental management are not only aligned with, but go beyond the requirements of the International Standardization Organization's ISO14001. Our standards for stakeholder engagement are based on the Institute of Social and Ethical Accountability's standard AA1000, which is designed to improve accountability and performance through stakeholder engagement, reporting and auditing.

We reviewed and improved our Five Star standards in 2004 to more accurately address identifiable, key global risks at our operating sites. A concise set of revised standards for 2004 that cover these critical global risk areas is available at [www.newmont.com](http://www.newmont.com).

Every year, external experts assess each site's implementation of the Five Star standards, ranking performance on a scale of 1–5 (hence "Five Star"). A discussion of the results for each site is included in these site-specific *Now & Beyond* reports (also available at [www.newmont.com](http://www.newmont.com)).



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## MANAGEMENT COMMITMENT

I am pleased to report that 2004 was a record year for KCGM in a number of areas. With total gold sales of 906,338 ounces (including Newmont's equity share of 468,400 ounces), we easily broke the previous benchmark of 851,265 ounces set in 1997.

However, *Now & Beyond* is not about production – it is a public reporting of how we got there safely and credibly. It's rewarding that we achieved these production figures whilst maintaining an excellent safety performance. Our performance was recognised by Newmont, which presented KCGM with the Best Safety Performance Award for all company operations in Australia.

Despite our success, we experienced a tragedy in 2004 when a colleague died in a traffic accident whilst driving home. Andrew Heaney was a vibrant and conscientious young employee with Ausdrill, a contract-drilling company at KCGM. Although not classified as a workplace fatality, it was a tragic event that highlighted the importance of continued safety vigilance both on and off the mine site.

Our Total Reportable Accident Frequency Rate of 9.0 in 2004 was even better than our target of 12.0. We also achieved zero Lost Time Accidents, which was better than we had hoped. KCGM has worked more than 4 million man-hours without a Lost Time Accident. We continued to develop a workplace culture that supports reporting accidents, incidents, hazards, near misses and injuries. We examine the root causes of incidents and rate the risks from high to very high.

We will seek to improve our risk assessment process in 2005 by developing a field-level risk assessment tool, completing KCGM's management system framework for SECRIS (Safety Environment & Community Relations Information System), and developing a consistent site-wide inspection and audit process.

Development of a contract management performance system is well underway in all areas of our operation. Our emergency response team is building upon its strong relationships with the Fire and Emergency Services Agency for training and response requirements.

Community relations is always a challenge given our proximity to the city of Kalgoorlie-Boulder. Last year, the release of the long-awaited Cooke Report added some unique issues to confront. The report investigated the effect of our mining activities on our near neighbours. A number of recommendations and implications resulted in extensive media coverage, requiring significant communication efforts with our key stakeholders.

We continued our positive approach to external relations and achieved many of the milestones planned for the year, which included completing a comprehensive social impact assessment. Benefits flowing from this assessment included the creation of a new KCGM publication, *News & Views*, and reinforced our decision to establish a public face in the form of the Super Pit Shop in Boulder. The key findings of our social impact assessment were subsequently outlined in *News & Views*, with the full report available on our website [www.superpit.com.au](http://www.superpit.com.au).

Indigenous relations was another area we focused on, with more than 480 employees completing Newmont's well-regarded cross-cultural awareness training. The launch of the KCGM Indigenous People's Policy also was noted in our new publication, after much intensive consultation not only with local Indigenous stakeholders, but with every KCGM employee who attended the training.

Winning the local Chamber of Commerce & Industry's Tourism Award in August was a particular highlight for KCGM. It confirmed the success of our ongoing alliance with the tourism industry in the region, whilst also providing a public acknowledgement of our many volunteers who contribute to free tours and events.

Looking ahead to 2005 and beyond, the management team has identified six long-term strategic goals that will provide organisational focus:

1. **Cost Base** – To ensure our ongoing economic viability, we need to reduce our cost base. Our initial target is to achieve a \$10 million reduction in our annual costs.
2. **Beyond 2017** – We are looking to extend the current mine life through opportunities in exploration and assessing our underground potential.
3. **Recruitment and Retention** – We are currently working on a number of actions that are aimed at attracting and retaining the talent we need. These include reviewing our recruitment strategies, salary packaging options, human resource service delivery, working arrangements and talent development.

4. **Approvals** – Progress on the approval to heighten the wall of the Fimiston 1 tailings dam was a positive result, and we will continue to manage this area in a responsible manner by increasing our level of monitoring. Late in 2004, we released the KCGM Concept Plan (which is our vision for the future) for community comment. This will be followed up by comprehensive stakeholder engagement.

5. **Community** – Currently, one of the main projects in our community is assessing the possibility of the Loopline Railway running along a KCGM noise bund (large wall that shields neighbours from noise) to enhance the tourism experience. We will continue to listen to our external stakeholders and work on partnership opportunities in the region.

6. **Infrastructure and Resources** – With all of the opportunities for mine life extension, it is important that our equipment remain in good condition for the life of the mine.

All in all, it was a very memorable year for KCGM on many fronts, with the successes of 2004 only made possible by the hard work and commitment of all KCGM employees. We have set ourselves on a course of considerable, yet realisable goals in 2005. Personally, I'm looking forward to working as part of a motivated, professional organisation that is already well underway toward achieving success.

Sincerely,

**COBB JOHNSTONE**  
General Manager





## HEALTH & SAFETY

With hundreds of personnel working at Australia's largest gold mine 24 hours a day, KCGM's commitment to safety is critical for the protection of employees' health and well-being. In 2004, the mine operated for more than 4 million man-hours without a Lost Time Accident (any work-related accident or illness that prevents an employee from working the next day or shift).

For this achievement, KCGM received the 2004 Newmont Australia Excellence Award for Best Safety Performance. KCGM credits its successful safety record to the dedication of its management and employees in controlling potential safety risks and creating a safe work environment for its employees.

KCGM accomplished most of its health and safety objectives for the year. It held monthly meetings with department managers to review the operation's actual safety performance against its goals. It also developed a pro-

gramme to evaluate the safety performance of its contractor companies. Moreover, the operation continued building a safety management system that recorded safety incidents and accidents, and monitored corrective actions to ensure incidents were not repeated.

To evaluate and monitor the health and hygiene of the mine's workforce, KCGM developed an occupational health and hygiene management plan. It also continued training its workforce to build competency in such areas as safety leadership, cyanide awareness, fall prevention, managing hazardous materials, risk management and mine rescue.

KCGM maintained consistently-solid scores on Newmont's annual Five Star Assessment. The operation's safety training and electrical safety management efforts were commended. Areas needing improvement included surface and underground fire prevention, and formalizing a site-wide procedure to identify and schedule inspections. Work to improve these areas will commence in 2005.



2004 Targets	2004 Outcomes	2005 Targets
<b>HEALTH &amp; SAFETY</b>		
Total Reportable Accident Frequency Rate* — 12.0	Total Reportable Accident Frequency Rate — 9.4	
Lost Time Accident Frequency Rate* — 0.2	Lost Time Accident Frequency Rate — 0.0	
		Improve processes for working at heights.
		Conduct additional risk assessments on the long-term stability of the mine.
		Formalize safety-auditing programme.
		Continue enhancing safety management systems.

\*Per million hours worked



## OUR PEOPLE

KCGM's workforce includes approximately 490 employees and 215 contractors who reside primarily in Kalgoorlie-Boulder, a town of 32,000 residents located adjacent to the mine.

Despite the size of the nearby community, recruitment and retention of skilled and experienced workers remains a significant challenge for the mine. Experienced mining personnel in Australia are in high demand. Findings from KCGM's social impact assessment also revealed some stakeholders believe the mine's 12-hour shifts inhibit employees' family life and their contributions to the local community. The mine's turnover rate in 2004 was 24.6 percent.

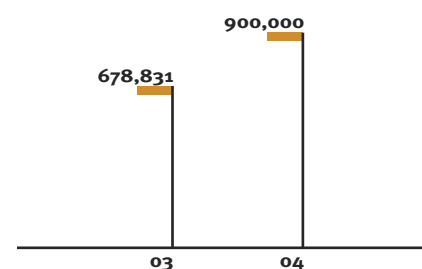
To build a competent workforce, KCGM spent approximately \$AUD 900,000 (\$US 663,000) to provide career development and training in 2004. Workers met with their supervisors to determine a career path and identify necessary training to improve their proficiency. Frontline and mid-level managers received training to sharpen their leadership, organizational and business skills. The operation also hosted an inaugural Employee Forum to identify additional professional development opportunities.

A diverse workforce embodies various experiences, cultures, beliefs and perspectives that affect the way employees work with each other. The company aims to diversify its workforce with 10 percent Indigenous employees or contractors. Currently, it employs 19 Indigenous workers, or nearly 3 percent. More than 480 employees received cross-cultural awareness training to learn more about Aboriginal culture.

Australia's Employment & Equal Opportunity Commission commended KCGM for the high number of women working at the mine – 100 in 2004, eight in management positions. A statewide magazine, *The West*, profiled KCGM women haul truck drivers in its July 2004 issue, showcasing the mine's approach to flexible rosters.

KCGM's Mt Charlotte operation was scaled back in 2004 as the result of lower ore grades and the high cost of underground mining. Regrettably, forty-one employees were made redundant. 20 Mount Charlotte employees remain mining remnant ore. The operation provided outplacement and financial planning services and assisted in helping these employees find alternative work.

TOTAL AMOUNT SPENT ON TRAINING – AUD



2004 Targets	2004 Outcomes	2005 Targets
<b>OUR PEOPLE</b>		
Establish 10 percent of workforce as Indigenous.	Indigenous workforce was 3 percent.	Increase number of Indigenous employees.
Provide cross-cultural awareness training to 500 employees.	Provided training to 500 employees.	Continue providing cross-cultural awareness training.
		Renew employee labour agreement.
		Build skilled workforce and Expand recruitment of female and Indigenous employees to other areas of the site.

## COMMUNITY

Effective community relations are critical to KCGM as the mine operates adjacent to the nearby town of Kalgoorlie-Boulder. In general, stakeholders perceive the operation to be a well-respected member of the community. Stakeholders often commend the mine for promoting education, Indigenous relations, tourism and economic growth.

KCGM's goal is to build a good relationship with the Kalgoorlie-Boulder community through these principles:

- Consider all cultural, social and heritage issues when planning any activity.
- Consider buying locally first.
- Communicate openly and effectively with employees and the community.
- Listen to the community about its concerns and expectations, and act upon this information to continually improve operations.
- Positively contribute to the community through local sponsorship, support and participation.
- Encourage employees, through training and resources, to continually improve community relations.

To adhere to its principle of listening to community concerns and expectations, KCGM in 2004 sought to improve its relationship with the Williamstown Residents Committee, a nearby group of residents concerned about the mine's historic operating practices and environmental affairs. Efforts to address the Committee's concerns are ongoing and the mine will continue its attempts to engage the Committee to pursue a resolution.

KCGM conducted a social impact assessment in 2004 to assess stakeholders' opinions about the mine and evaluate its social performance. The assessment helped the operation identify priority areas needing attention, such as improving communication about future operations and strengthening indigenous relations.

The mine also conducted an independent telephone survey of 500 randomly selected stakeholders in December 2004 to assess overall perceptions about the operation, particularly its environmental programme. Seventy-eight percent of respondents thought the company made efforts to ensure "the environmental impact of its operations are minimised" and another 63 percent felt KCGM "had a good environmental record."

One of the areas identified in the social impact assessment was to enhance Indigenous relations and improve the operation's understanding of Aboriginal culture. After consulting with Indigenous stakeholders and hundreds of employees who participated in cross-cultural awareness training, KCGM drafted its "Indigenous People's Policy" in 2004 to increase cultural understanding. The operation also protects Aboriginal heritage sites and commissioned additional studies in 2004 to identify previously unknown areas to ensure they were fenced off and protected from disturbance.

Another key interest of the community is understanding how KCGM plans to assist it when the operation eventually closes. Closure is currently scheduled for 2017. To increase the public's awareness about its long-term plan, the mine published the KCGM Concept Plan 2017, which generally explains the approvals needed for the operation to achieve its mine life, and a possible approach to extending it. The plan will be updated regularly to reflect the shaping of the mine's future.

To share its plans and management processes with the community, KCGM developed a quarterly newsletter, *News & Views*, in late 2004. It also established a public information centre in Boulder, the KCGM Super Pit Shop, to provide another forum for community feedback. The Super Pit Shop is scheduled to open in 2005. The operation also uses its 24-hour Public Inquiry Line as a way to respond to community questions and issues. The site receives a handful of calls from residents each month, mostly related to noise or vibration issues and concern about property protection relating to blasting.

KCGM continued its successful Community Reference Group, composed of community members, mine representatives and a local community chairman, to identify issues and discuss community needs, expectations and desires. The group meets monthly to discuss present and future KCGM developments.

The mine teaches employees about its impact on the community and what staff can do to minimise these impacts. Media training also is provided to prepare senior personnel and departmental experts on how to interact with the local press about community, environmental or operational issues.

To support community development, KCGM sponsors a wide range of local community organisations and activities within the Kalgoorlie-Boulder area. In 2004, the operation spent \$AUD 136,764 (\$US 100,735) on environmental,

health, education, community and social programmes, and provided about \$AUD 80,000 (\$US 59,000) worth of in-kind support. It also donates \$AUD 10,000 (\$US 7,366) each year for the purchase of junior sports club equipment and facilities.

The operation is very involved with the Kalgoorlie-Boulder Chamber of Commerce, Development Commission, Chamber of Minerals and Energy, and other business and civic organizations to support economic growth and community endeavours.

KCGM also is a major supporter and participant in tourism development. The mine's lookout is one of the community's top-rated tourist attractions in the area. It set up a trust to manage its contribution of \$AUD 1 million (US\$736,560) towards the Loopline Heritage Restoration Project to re-establish a rail link between Boulder and Kalgoorlie. It also established a three-year, \$AUD 25,000 (\$US18,414) sponsorship of Kalgoorlie Goldfields Tourism in 2004. For these efforts, KCGM received the 2004 Kalgoorlie-Boulder Chamber of Commerce & Industry Business Achievement Award for Tourism.

In 2004, KCGM continued its association with the "Partners in Success" Indigenous Education Mentoring Programme for Indigenous students to offer educational support and study groups to ensure students complete their tertiary education.

In addition, the site currently supports Marnta Media, which provides cross-cultural awareness training for the mine – as part of its local business development efforts. Discussions also are underway to provide business support to a local Indigenous radio station, and the mine is developing a significant Indigenous business partnership for 2005.

The site seeks to increase its contact and strengthen its relationships with state-based and political stakeholders, as the social impact assessment revealed that current government relations were limited. These stakeholders include regulatory agencies, union and industry representatives, ministerial offices, and political party members.

Some stakeholders perceived the operation's weaknesses as not fully engaging Indigenous members of the community, and deficient rehabilitation, water and cyanide management. However, they commended the operation for its active role in and financial support of the community and believed the mine was the "economic backbone of the region."

2004 Targets	2004 Outcomes	2005 Targets
<b>COMMUNITY</b>		
Complete social impact assessment.	<i>Assessment completed.</i>	<i>Address stakeholder concerns and issues identified in the social impact assessment.</i>
Conduct social needs analysis.	<i>Not achieved.</i>	<i>Analysis scheduled for early 2005.</i>
		<i>Secure regulatory approval to construct the Loopline Railway to increase community's tourism potential.</i>
		<i>Begin extensive community consultation process to receive public approval to extend the mine's pit westward.</i>
		<i>Support business and community development to enhance the area's overall economic growth.</i>

## ENVIRONMENT

KCGM strives to minimise any environmental impacts, such as those caused by dust, noise, vibrations and airborne emissions, on residents in nearby Kalgoorlie-Boulder.

Transparency in how it reacts to and manages environmental issues has resulted in a strong public perception that the operation takes the community's needs into consideration. Seventy-eight percent of 500 people randomly surveyed late in 2004 believed that KCGM makes an effort to ensure "the environmental impact of its operations are minimised".

The mine's approach to strong environmental management was reinforced in its annual Five Star Assessment. In comparison to the 2003 audit, KCGM "substantially progressed and improved its overall environmental management system". The assessor credited KCGM's leadership and level of commitment toward environmental management for its improved scores.

KCGM's environmental department met all of its 2004 objectives as it advanced environmental and rehabilitative programmes. It began using new monitoring technology to reduce sulphur-dioxide emissions, helping the operation meet regulatory requirements.

In addition, KCGM installed sophisticated weather prediction and monitoring tools, which helped it maintain air quality standards for the second straight year. The Gidgi Roaster is strategically located 16 kilometres (10 miles) north of Kalgoorlie to reduce air-quality impacts. The

roaster shuts down each time the wind blows in a direction that may direct emissions towards the community. These new tools help forecast optimal times to operate the roaster.

Extensive training also was provided on noise impacts, and hydrocarbon and waste management. Hydrocarbons include diesel, oil, petrol, grease and kerosene that are used as fuel for machinery, in lubrication systems and in hydraulic equipment. Workers also were trained on using the Safety, Environment and Community Relations Information System (SECRIS), an electronic database that stores environmental records and planning reports.

After an extensive public consultation process, KCGM received approval in 2004 from the Department of Industry and Resources and the Minister for the Environment to extend the environmental noise bund south of the current pit and to move its waste rock storage areas farther south. The bund provides an essential buffer between mining activity in the southern area and the mine's closest neighbours.

The Cooke Report, an independent technical review of KCGM's safety and environmental mining impacts on the community, caught the attention of the local press and government officials in 2004. Portions of the report negatively depicted facets of the operation's historic practices. A number of recommendations were made in this report regarding both KCGM and Government practices. KCGM provided a submission to Government addressing the recommendations and proposing a way forward.

One recommendation called for greater scrutiny of the approval for the Fimiston I TSF height increase. The Minister for State Development called for an independent review of this proposal. The outcomes from this independent review were also considered by the Minister for the Environment. Despite having some concerns about parts of the report, KCGM addressed all of its recommendations and agreed to review groundwater management and monitoring. KCGM is working with government to develop and implement a long term Seepage and Groundwater Management Programme as part of the approval for the Fimiston I TSF.

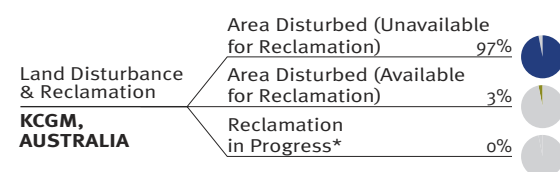
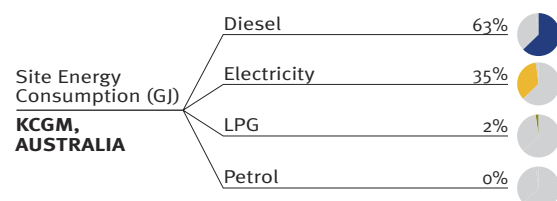
The site also reported 154 Level 1 and three Level 2 releases in 2004, primarily from small chemical spills. In addition, there were one Level 1 and one Level 2 environmental incidents. Level 1 and 2 indicate no or low environmental impact. No impacts to endangered species were reported in 2004.

KCGM received media coverage about water seepage from its tailings dams in 2004, which are designed to seep, but its tailings disposal process met the requirements of its regulatory licenses and no environmental impacts occurred.

The operation disturbed 124 hectares (306 acres) of land in 2004, 89 hectares (220 acres) of which were reclaimed. To prepare for site closure, KCGM rehabilitated more than 90 hectares (222 acres) in 2004, and refined its closure model to better understand its obligations.

KCGM is one of the principal sponsors of the Kalgoorlie-Boulder Urban Landcare Group, which provides professional reclamation support, supply of materials and equipment on various vegetation restoration projects.

2004 Targets	2004 Outcomes	2005 Targets
<b>ENVIRONMENT</b>		
No significant environmental incidents or releases (Level 4 or 5).	Reported one Level 4 release.	No significant environmental incidents or releases.
Reduce sulphur-dioxide emissions to meet regulatory requirements.	Emissions reduced and meet requirements.	Integrate a new procedure to improve overall air emissions.
		Introduce a new tailings management plan.
		Continue managing noise, vibrations and fly rock resulting from blasting.
		Seek approval for its tailings dam, open pit and waste rock storage area extensions.



*Reclamation in Progress*  
Area where reclamation works have been completed (i.e. no more earthworks or seeding expected to be required other than maintenance), however does not yet meet site's reclamation completion criteria. Completion criteria may relate to acceptable erosion resistance and/or vegetation establishment.

## ECONOMIC

The KCGM operation contributes significantly to the direct and indirect economic growth of the area and is an integral part of the Kalgoorlie-Boulder local economy. The operation also is viewed as a strong contributor to the state and national economies.

KCGM is committed to hiring local employees and contractors; contributing to the airport, hospital and other municipal facilities; and supporting industries such as tourism and heritage as well as the local School of Mines.

KCGM is working with the community to commence discussions around the economic sustainability of the region up to and beyond 2017. Most residents of Kalgoorlie-Boulder believe KCGM is important to the region's economic future.

The operation strives to buy local goods and services whenever possible. Overall, the mine spent \$AUD 384.9 million (\$US 283.5 million) in 2004 on outsourced materials. This included \$AUD 214.4 million (\$US 157.9

million) with locally based companies, \$AUD 168.7 million (\$US 124.3 million) with other Australian firms and \$AUD 1.9 million (\$US 1.4 million) on goods and services from international providers.

The mine's 2004 payroll amounted to \$AUD 54.3 million (\$US 40 million), with much of that money going right back into the local economy.

Kalgoorlie's tax payments and royalties also help stimulate the economy. It paid \$AUD 4.6 million (\$US 3.4 million) in taxes in 2004, including \$AUD 563,000 (\$US 414,683) in national, \$AUD 3.7 million (\$US 2.7 million) in state and \$AUD 342,000 (\$US 251,904) in local taxes. It also paid \$AUD 12.1 (\$US 8.9 million) in royalties.

Another demonstration of KCGM's economic investment in the community in 2004 came in the form of donations to groups, programs and events. Cash donations amounted to \$AUD 136,764 (\$US 100,735) with another \$AUD 80,000 (\$US 59,000) worth of in-kind contributions.

Contributions & Payments	2004 Contributions & Payments	2005 Targets
<b>ECONOMIC</b>		
Taxes	\$AUD 4.6 million (\$US 3.4 million)	
Goods & Services	\$AUD 384.9 million (\$US 283.5 million)	
Royalties	\$AUD 12.1 million (\$US 8.9 million)	
Total Employee Payroll	\$AUD 54.3 million (\$US 40 million)	
Community Investment	\$AUD 136,764 (\$US 100,735)	

*Commence a significant partnership with local businesses*

