



# 2011 Indigenous Employment Policy

Building Brighter Futures in  
Remote Communities

Panoramic Resources Limited  
Level 9, 553 Hay Street  
Perth WA 6000  
Postal Address  
PO Box Z5487  
Perth WA 6831  
Written by: T Ram, Manager, Human Resources  
Telephone: +61 8 6266 8600  
Fax: +61 8 9241 1008  
Email: [info@panres.com](mailto:info@panres.com)  
Website: [www.panres.com](http://www.panres.com)



## Overview

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Panoramic Resources is a well-established Perth-based mining company that operates the Savannah and Lanfranchi underground nickel mines in Western Australia. It is an S&P/ASX Top 200 Company with no debt and a growing resource base, employing more than 500 people.

Since the Company was established in 2001, providing employment and training to local Indigenous people has been an important part of Panoramic Resources philosophy.

The Company acknowledges its responsibility to enhance the economic and social outcomes within the communities it operates in and is committed to supporting the employment of Indigenous Australians in all of its practices and workplaces.

At December 2010, Indigenous employees made up 13 per cent of the Panoramic Resources workforce. The Company is dedicated to increasing this to 20 per cent by 2011/12.







## Indigenous Community Statistics

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In 2006, the population of the Kimberley in WA was comprised of 12,324 Indigenous Australians and 16,974 non-Indigenous Australians. The population is expected to grow to 70,400 by the year 2031, with the rate increase being disproportionately higher in the Indigenous community. The median age for people in the region is 30 years, compared to the medium age of the Aboriginal population, being 22(\*1).

The population of Indigenous Australians residing near the Lanfranchi Nickel Mine in Kambalda is significantly less compared with the Kimberley. Kambalda is a small mining town with a total population of 4,259(\*2), consisting of mainly a fly-in/fly-out workforce. In the neighbouring town of Kalgoorlie, located some 55km from the Lanfranchi Project, there is a population of approximately 3,000 Indigenous Australians.



*\*1 Taylor, J. (2008). Indigenous Labour Supply Constraints in the West Kimberley. Centre for Aboriginal Economic Policy Research Working Paper No. 39/2008. Australian National University.*

*\*2 Wikipedia Website - [http://en.wikipedia.org/wiki/Kambalda,\\_Western\\_Australia](http://en.wikipedia.org/wiki/Kambalda,_Western_Australia), 19 December 2010.*



## The Policy

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The Company's Indigenous Employment Policy ensures the representation of Indigenous people within its workforce.

The Policy will develop skills among Indigenous employees through traineeships, mentoring partnerships and professional development programs so that our target Indigenous employment rates at Panoramic Resources can be reached.

The Company's commitment to this Policy will increase the attraction and retention of Indigenous employees and ensure the recognition and further development of their abilities and skills.

The Indigenous Employment Policy ensures that all employees are encouraged to develop their skills and abilities without being subject to discrimination or barriers that may result, however unintentionally, from inequitable behaviours, attitudes or procedures.

Our employment policies and procedures align to various State and Federal legislation, including:

- The Racial Discrimination Act 1975
- The Equal Opportunity for Women in the Workplace Act 1999
- The Australian Fair Work Act 2009
- The Western Australian Equal Opportunity Act 1984

Panoramic Resources has also implemented a Code of Conduct, which includes practical tools for EEO, discrimination, harassment and bullying, should these occur. A Managing Diversity Policy has been developed to support all employees in all of the Company's workplaces.



*"Employing local Indigenous people has provided a greater sense of community to our business".*

Terry Strong, Operations Manager  
Savannah Nickel Mines



## *The Indigenous Employment Policy seeks to:*

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### Maximise employment through strategic alliances

- Engage with local Indigenous people to provide business development assistance.
- Promote entrepreneurial initiatives to local Indigenous people through Company funded workshops, sponsored visits, etc.
- Provide employment through traineeships and apprenticeships with registered training organisations.
- Promote employment opportunities to Indigenous people within the schooling sectors.
- Encourage contractors affiliated with the Company's operations to adopt a similar approach to Indigenous employment within their businesses.
- Promote Panoramic Resources work with cultural awareness and employment initiatives throughout the mining community to encourage further Indigenous employment.

### Equip individuals with skills for work

- Encourage, develop and manage work readiness programs for Indigenous people within the Company's operations.
- Promote and offer traineeships and apprenticeships to Indigenous people within the Company.
- Provide mentoring and support to promote completion of various work readiness programs and other training initiatives.
- Provide accessibility to information for careers in mining, for example, higher-level professions including Mining Engineering and Geology.
- Provide access to training opportunities for the Company's existing Indigenous employees.
- Identify initiatives to encourage Indigenous women into the mining fraternity.
- Assist the local Indigenous communities with various health and education campaigns to be job ready.

### Build Development Opportunities within the community

- Expand and promote 'workplace experiences and learning's' in local Indigenous communities.
- Assist in providing professional skills mentoring to local Indigenous community representatives.
- Assist the local Indigenous community to access Government business/investment funding to support employment and community initiatives.
- Provide assistance with business/investment development workshops.





Provide support to Indigenous people within the community

- Align the Company's human resources policies and procedures to encourage greater Indigenous employment, local employment and retention.
- Provide funding to support the delivery of training which will lead to sustainable employment and skills within the local community.
- Promote and deliver cultural awareness programs and courses to new and existing employees of the Company.
- Provide access to support programs, such as the Employee Assistance program.
- Educate non-Indigenous employees through cultural awareness sessions to support the Company's Indigenous employees.





### The role of the Co-existence Agreement at Savannah Nickel Mines

The Kimberley Nickel Co-Existence Agreement commenced on November 26, 2007, and was developed by representatives of the Savannah Nickel Mine (formerly Kimberley Nickel Mines), Panoramic Resources and the Purnululu and Malarngowem People in the Kimberley.

The Co-Existence Agreement outlines a number of employment and business opportunity targets that Panoramic Resources is committed to achieve in the Kimberley region.

### The Implementation Review Committee (IRC)

Contact and consultation between the Company and the community regarding Indigenous employment/business opportunity is conducted under the advice and guidance of the Implementation Review Committee (IRC).

Members of the IRC are responsible for identifying potential employment, training, contracting and development opportunities within the Savannah Nickel Mine, for the Purnululu and Malarngowem people.

Under the Co-Existence Agreement guidelines, the IRC consists of four members of the Native Title Party who represent the Purnululu and Malarngowem People and three members of Savannah Nickel Mine, Panoramic Resources.

Panoramic Resources has a long-term goal of providing Indigenous communities with assistance to develop sustainable practices in the areas of education, health, employment and business. This applies in particular to the Purnululu and Malarngowem People who live in the broader East Kimberley region.

### Role of the Traditional Owners, Purnululu and Malarngowem People

The Traditional Owners provide advice and direction to the IRC's Native Title Party members in all aspects of Indigenous employment initiatives, strategies and all other matters outlined within the Kimberley Nickel Co-Existence Agreement.



### Initiatives to promote Panoramic Resources as an Employer of Choice for Indigenous Australians

The initiatives the Company has underway for 2011 include:

- Cultural Awareness Training for the Board of Panoramic Resources and all Company personnel;
- Smoking ceremonies as part of Cultural Awareness Training;
- Health and Education funding for the Community;
- A Reading and Recovery program at Purnululu School located in Frog Hollow;
- A Wyndham Way Community project aimed at teaching students the necessary values to be successful members of the community;
- Work Readiness programs for Indigenous people; and
- Seeking funding from the Department of Education, Employment and Workplace Relations for Indigenous Employment programs.



### General Application of the Indigenous Employment Policy

Panoramic Resources will apply the Indigenous Employment Policy across all operations.





## Implementation Plan – 2011 - 2012

Key Action	Expected Outcomes	Timeframe	Lead Site
Employment	Employment opportunities to be provided for Indigenous candidates.	Ongoing	Pan
	Register all expressions of interest by Indigenous locals and notify when suitable positions become available.	Ongoing	Pan
	Commitment to Indigenous employment target of 20%.	Ongoing	Pan, in particular SNM
	Company embraces EEO and delivery with reference to Indigenous Australians.	Ongoing	Pan
	Collection of data relating to Indigenous employment to be reviewed and implemented.	Ongoing	Pan
	Face to Face communication with jobseekers to encourage employment participation.	Ongoing	Pan
	Exit interviews to be performed on Indigenous employee leavers.	Ongoing	Pan
Business Development	Business development opportunities will be presented to the community from both employee and aligned persons.	Ongoing	SNM
	Community programs to be managed by relevant site personnel.	Ongoing	Pan
Training Delivery	Delivery of Cultural Awareness programs.	Ongoing	SNM
	Work readiness programs to be offered where training leads to full time employment.	Ongoing	SNM
	Traineeships and Apprenticeships for Indigenous locals to be promoted and offered through the Company.	Ongoing	Pan, in particular SNM
	Training and development to be provided for Indigenous employees.	Ongoing	Pan
	Work readiness programs to be managed by site at a high level.	Ongoing	Pan
	Funding and resources to be provided at an adequate standard for the successful delivery of programs.	Ongoing	Pan
	Record keeping for all types of Indigenous training to be recorded and reported by the Company.	Ongoing	Pan
Mentoring and Support	Company support to be provided to Indigenous employees who experience difficulties within the workplace.	Ongoing	Pan
	Completion rates for Indigenous Training programs to be monitored and support provided quickly to ensure successful completion.	Ongoing	Pan
	Mentoring to be ongoing throughout the Indigenous person's employment with the Company.	Ongoing	Pan
	Career pathway to be discussed with Indigenous entrants to the Company.	Ongoing	Pan



Key Action	Expected Outcomes	Timeframe	Lead Site
Promoting & Marketing of Indigenous Initiatives	The Indigenous Employment Policy and initiatives to be promoted within the Company.	Ongoing	Pan
	The IRC and Company to promote its successes with Indigenous employment within the regions.	Ongoing	Pan, in particular SNM
	Indigenous Employment Initiatives to be promoted through Panoramic Resources website.	Ongoing	Pan
	Panoramic Resources annual report to affirm commitment to improving Indigenous employment outcomes.	Ongoing	Pan
	Contractors to be encouraged by the IRC and Company to recruit and train Indigenous locals.	Ongoing	Pan, in particular SNM

