

## WORKING IN PARTNERSHIP

THE MINING INDUSTRY AND INDIGENOUS COMMUNITIES



# BHP BILLITON NICKEL WEST ENCOURAGES INDIGENOUS PARTICIPATION

## BHP BILLITON HAS DECLARED ITS CORPORATE COMMITMENT TO OPERATE A BUSINESS THAT:

- Acknowledges and respects the heritage, concerns and aspirations of traditional owners and local communities where we work;
- Shares its success so that the people potentially impacted by our business are also those who benefit from it; and
- Creates a positive legacy that remains after the closure of our operations.

In May 2005, BHP Billiton Nickel West demonstrated this declaration committing to work together with Indigenous people and the Government with the aim of building sustainable and prosperous communities and to provide social, employment and business opportunities.

BHP Billiton Nickel West became a signatory on a Memorandum of Understanding agreement it made with the Australian Government and Minerals Council of Australia.

As a result, the Indigenous Participation Strategy (IPS) has been developed by Nickel West to achieve practical outcomes that show clear evidence of tangible social and economic improvements that are visible in the Aboriginal communities where Nickel West's operations have an impact.

Consistent with Nickel West's commitment to community as expressed in the BHP Billiton Charter and Sustainable Development Policy, the IPS is guided by principles and outcomes to:

- Create a climate of cooperation and mutual benefit between the Company and the Aboriginal parties that have a vested interest in the land upon which Nickel West assets are located, or are impacted by its operations;
- Ensure that Indigenous people impacted by Nickel West operations in Western Australia share in the benefits that those operations return, and that they are left with a legacy of lasting social, environmental and economic benefits;
- Develop the IPS in partnership with Aboriginal people who will participate in its design, implementation and evaluation; and
- Develop and implement the IPS in partnership with Aboriginal people, government and other industry partners to ensure that best use is made of the resources available for Aboriginal social and economic development in the areas impacted by Nickel West's operations. Nickel West will also assist its Aboriginal partners to access appropriate social and economic development resources from government so that responsibility for outcomes is exercised by the appropriate party.



## STRATEGY DEVELOPMENT

The initial development of the IPS was undertaken by Nickel West in consultation with Indigenous communities where Nickel West's operations are situated, including setting up two separate Aboriginal Reference Groups as Founding Partners along with consulting traditional land owners, government and industry partners.

The Aboriginal Reference Groups provided a sounding board for ideas and assisted to identify the key social and economic development priorities for the Aboriginal communities impacted by Nickel West's operations.

The IPS was also developed working side by side the Government's Framework for Overcoming Indigenous Disadvantage that indicates where government is likely to commit its available social and economic development resources. It has initiated Nickel West to take a collaborative approach on specific project development with not only government bodies, but non-government industry partners.

## KEY IPS ELEMENTS

The IPS identifies its key elements with specific and measureable objectives and communicates how each can be achieved. This includes:

### 1. ABORIGINAL EMPLOYMENT

Nickel West aims to have a direct and contracted Aboriginal workforce of 10 per cent by 2016. To reach this target, the number of Aboriginal people to be directly employed across all Nickel West operations is 125. Nickel West foresees community wellbeing, education, recruitment and training are all interlinking factors that will contribute in achieving this.

The IPS also stipulates Nickel West will require its contractors to adopt a commitment similar to its own. Nickel West's contracts will be written to include clauses specifying levels of Aboriginal employment to be achieved and performance assessment against this requirement will be included as a key performance indicator, as part of the normal contract management process.

### 2. ABORIGINAL BUSINESS DEVELOPMENT

Nickel West will increase the number of Aboriginal business partners engaged. As selection for contracts is conducted with a 'closed tender' process (where tenders are invited from a list of pre-qualified contractors), Nickel West will support established Aboriginal businesses and the development of new Aboriginal businesses by providing assisted access to the tender process for direct contracted services to Nickel West mining and processing operations and other service operations and associated activities, such as in land management on pastoral leases.

### 3. ABORIGINAL EDUCATION, TRAINING AND YOUTH

The development of Aboriginal youth will be a major focus of Nickel West's partnership with its Aboriginal communities of interest including:

- educational enhancement strategies such as tutoring and mentoring arrangements for school students, school-based vocational training and secondary and tertiary scholarships and cadetships.
- school to work and school to post-school education and training support strategies.
- strategies to help young Aboriginal people participate more fully and successfully in broader community life.

Nickel West will also seek partnerships with other parties providing education enhancement services to schools, such as the Kwinana Industry Education Partnership, the Goldfields Football Academy and the Polly Farmer Foundation.

### 4. ABORIGINAL COMMUNITY HEALTH AND WELLBEING

Jobs, business development and the enabling educational and training pathways are foundational to the IPS. However, Aboriginal people will only be able to develop their full potential in a climate of physical health, personal and community confidence and with the sense of security and trust that comes from being an integral part of the process. Nickel West will make a significant contribution to the social and cultural wellbeing of Aboriginal people so that they are coming to these new opportunities from a strong community base by providing sponsorship for projects falling into the areas of health and lifestyle, education and youth activities and environmental sustainability.

Nickel West will be closely scrutinised in terms of the integrity of its corporate intent and real outcomes achieved. Successful outcomes will be the only real test of Nickel West's credibility.

The IPS is the means by which Nickel West will win the confidence and trust of its Aboriginal, government and industry partners and meet its commitment to this undertaking by delivering sustainable and lasting outcomes.

The IPS is a new way of building on existing programs and ensuring Indigenous people benefit from mining in the regions.

## CONTACT DETAILS

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