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From the COOs

This year has seen the commencement of a number of projects across our business as a result of increased confidence in the sector, and uptick in regional resources activity.

Lady Loretta was restarted in the first half of the year, and the operation is progressing to plan. To accommodate the increased volumes of material entering our process stream from Lady Loretta, we completed major refurbishment and upgrades to the Zinc Lead Processing facilities in Mount Isa, including the construction of a brand new Ball Mill.

We introduced sub-level cave mining at our copper operations in Mount Isa, which is helping us extract the full potential of our remaining, lower-grade resource, and established the Black Rock Cave project.

If sub-level caving can be successfully applied in other areas of our copper mine, the significantly reduced costs associated with the method could see us revisit pockets of the remaining resource not deemed economically viable to mine in the past. Our team is working hard to establish the technical basis, and economic case for the broader application of sub-level cave mining at our operations in Mount Isa.

Our copper processing assets are in great shape, and we achieved an all-time copper anode production record in July, following the completion of our $30 million dollar Copper Smelter rebrick earlier this year. As one of just a handful of advanced manufacturing facilities left in Australia, we are exploring opportunities to increase our toll milling, smelting and refining capability, which will have widespread benefits for the regional mining and minerals industry.

The success and sustainability of our operations pivots on our people, so attracting and retaining the right talent to drive our business forward is a key factor in achieving our long-term business goals. This year, we’ve undertaken a body of work to ensure our business remains a safe and attractive place to work. This includes a major review of our benefits, rewards and recognition programs, and overhauling how our staff rosters are structured to better support appropriate work-life balance in our regional communities.

As a result of this work, all staff employees at our Mount Isa and Cloncurry operations working a standard five-day week will move to either a 5/2/4/3 roster, or a 5/2 roster with an additional eight ‘flexi-days’ leave annually. We want our operations to be great places to work, and giving our people the time they need to connect with family, engage in their communities and pursue their interests beyond the site gate is a big part of this. The driving intent of these changes is to shift our workplace culture to one where work-life balance is a priority, in line with the values that underpin our safety and leadership programs.

We would like to thank you for your support throughout 2018. We wish you and your families a safe and happy Christmas, and a prosperous New Year.
'Tis the season to be jolly! Glencore celebrates the festive season

In November and December Glencore’s North Queensland operations held their annual Christmas parties. It is that wonderful time of year when everyone comes together, employees, loved ones, even the big man in red to enjoy some Christmas feasts and really get into the spirit. Catering to families, the festivities include children’s entertainment and an appearance from Santa Claus. It is also an excellent opportunity to acknowledge and reward the hard work of our employees throughout the year. We wish everyone a happy and safe Christmas and hope Santa finds you.
Zinc Processing’s journey to safety citizenship

In the last edition of Mine to Market we announced that Mount Isa Mines’ Zinc Processing team had set the group’s mission and vision while creating a target to achieve zero injuries, alongside six months on-target production by 1 January 2020.

Since then, safety workshops have been facilitated with the Zinc Processing Leadership team to map the journey required to achieve the 0/6/20 goal while achieving long-term safe production of zinc and lead.

Fran Burgess, General Manager, Zinc Processing says the first step on our journey has been taken by our leaders and employees committing to the target.

“The next step in the journey has involved setting effective communication platforms and mapping what we need to do to achieve 0/6/20,” Fran says.

“In the workshops, we unpacked our signed safety commitments to understand the ‘why’ and ‘how’ of each one, converting it to behaviours to ensure a shared understanding for when it is put into practice.

“In December the Superintendents will report back with the behavioural changes they plan to implement within their teams and their safety results.

“Our journey to 0/6/20 and safety citizenship will remain our main focus, while keeping this front of mind, I am confident that together we can achieve our 0/6/20 vision.”
The expansion of flotation capacity and construction of an additional ball mill will improve recovery rates and help accommodate future ore sources at Mount Isa Mines Copper Operations (MICO).

Travis Whebell, Superintendent of Strategic Planning and Projects says the additional ball mill will improve reliability for the grinding circuit and opportunity for improved safety management as well.

“Improvements to the safe access around the mill during relines in recent years will be also be incorporated into the design along with use of fibreglass gridmesh.”

Design is underway on the new ball mill, with installation and commissioning planned for Q4, 2019.

The third ball mill approved for Mount Isa Copper Concentrator

The expansion of flotation capacity and construction of an additional ball mill will improve recovery rates and help accommodate future ore sources at Mount Isa Mines Copper Operations (MICO).

The new unit, designated BM10, will more finely grind the ore, producing particles around 130 micrometres across, or similar to the width of a human hair.

This finer grind will increase the amount of metal recovered through the frothing process, improving the quality of copper concentrate delivered to the Smelter.

The third ball mill will be installed in a position that previously housed one of the original ball mills which was installed in the early 1970s.
Through the program we provide funding for local events, projects and initiatives across our north Queensland communities of Mount Isa, Cloncurry and Townsville that make our communities safe and vibrant places to live.

In October, we awarded round four of the quarterly program to worthy initiatives, with some of the key recipients featured here.

Some of the key recipients of funding from Townsville include:

FESTIVE SEASON SUPPORT
Glencore in Townsville is pleased to support the 2018 Christmas appeal of the Mayor of Townsville. The Mayor’s appeal will ensure the festive season is a much brighter one for the many less fortunate residents in our community.

JAMES COOK UNIVERSITY
We continue our support for education with the Glencore Prizes in Engineering and Science, and as a contributor to James Cook University Engineering Department’s CN Barton Medal award evening.

SUPPORTING OUR NEIGHBOURHOOD SCHOOLS
Each year Glencore supports the awards nights at neighbouring schools: Townsville and William Ross State High Schools, Annandale, Oonoonba, Wulguru and Townsville South State Schools and Southern Cross Catholic School. Our contributions assist in acknowledging the achievements of students attending these schools.

TOWNSVILLE EISTEDDFOD
Glencore will continue its support for the Townsville Eisteddfod in 2019 which will celebrate its 70th year. The eisteddfod provides performance opportunities in visual and performing arts for Townsville youth. Additionally many competitors travel from across Queensland to compete.

Over nineteen days during September 2019, more than 2,000 entrants are...
expected to deliver over 20,000 individual performances.

Some of the key recipients of funding from Mount Isa include:

NORTHERN OUTBACK BUSINESS AWARDS

Glencore sponsored the Northern Outback Business Awards, hosted by Commerce North West, which recognises excellence and innovation in business and outstanding contributions to the growth of our economy.

The awards are an opportunity to recognise and reward the efforts and achievements of businesses, acknowledge innovative processes, product development, sustainability and overall business success.

LAKE MOONDARRA FISHING CLASSIC

The Lake Moondarra Fishing Classic is one of the region’s key recreational events, attracting around 275 competitors and 3,000 spectators, providing a fun, family friendly event to build liveability and promote an active lifestyle.

Held in October at Lake Moondarra, keen fishing men and women and campers gather to enjoy a weekend of fishing, yabby races, beach volleyball, dragon boat racing, live music and a fireworks display.

MAYOR’S SPRING CHARITY EVENING

Glencore sponsored the Mayor’s Spring Charity Evening which brings together Mount Isa community members to raise awareness and vital funds for the Children’s Ward at the Mount Isa Hospital.

MOUNT ISA CAROLS BY CANDLELIGHT

Glencore sponsored the Mount Isa City Council’s annual Carols by Candlelight held in December at Buchanan Park providing a spectacular Christmas concert for families to share in the spirit of the festive season.
Some of the key recipients of funding from Cloncurry include:

**CLONCURRY COMMUNITY CHRISTMAS PARTY**

Ernest Henry Mining sponsored the BBQ at the Cloncurry Community Christmas Festival on Friday the 30th of November. The crowd was entertained by the Bouncing Elves and local talent performances.

The Christmas festival is Cloncurry’s major community Christmas event each year and includes carols by candlelight, community BBQ, talent quest and markets over the weekend.

**LOCAL BUSINESS NETWORK AWARDS EVENING**

Ernest Henry Mining was the proud sponsor of the inaugural Local Business Network awards evening. The awards evening recognises the valuable contributions local businesses make within the community and celebrates how these business contribute to economic growth and sustainability of the Cloncurry Shire.

Ernest Henry Mining was the proud recipient of the Mining Master award recognising the contribution we make to the Cloncurry community.
In November, Ernest Henry Mining (EHM) hosted our first Mutual Aid emergency response training scenario, with personnel from Mount Isa Mines (MIM) and MMG’s Dugald River travelling to Cloncurry for the event.

The scenario was a mock underground rock fall, with personnel from the different mines sharing their expertise and knowledge to find and execute the best outcomes for the training exercise.

Mutual Aid Agreements (MAAs) between mining companies and operations across the North West Minerals Province allow us to work effectively together during times of need.

Joint training exercises allowing emergency response teams the chance to build operational familiarity with each other, and share skills sets and expertise throughout the region.

Alex Sexton, Health Safety and Environment Business Partner says the joint exercises provide valuable opportunities for all involved.

“Shared training improves team’s confidence and competency and we thoroughly enjoyed hosting our counterparts,” Alex says.

“We need on-site emergency response in a region like North West Queensland where remote operations may need to be self-sufficient in the event of an emergency.

“By establishing this network with neighbouring mines and training together we create a group of specialist mines rescue and emergency response teams, meaning the industry as a whole is better served in terms of safety and incident response.”
Prepared for a big wet season

Glencore’s north Queensland environmental teams have been busy preparing our north Queensland sites for this season’s wet weather by undertaking scheduled pre-wet season preparations to manage seasonal storms and protect our sites during wet weather.

Summer in north Queensland is characterised by severe, tropical downpours, localised flooding, electric storms, with at least one tropical cyclone expected to cross the coastline.

In preparation for the wet season, Glencore’s environmental and operational teams undertake regular inspections and maintenance to ensure stormwater containment infrastructure is operating with suitable capacity to manage rainfall events, to minimise the potential for water to discharge from site.

Our Environmental team has the responsibility to obtain required samples and data for Environmental Authority compliance and implement environmental monitoring programs aimed at continuous improvements.

Our site-based Environmental teams are equipped to deal with each sites’ unique set of challenges.

MOUNT ISA MINES
The Mount Isa Mines site is has a vast network of ponds, drainage lines and pumping infrastructure to manage and contain stormwater onsite.

Anne Williams, Superintendent for Environment, Strategy and Regulation for Mount Isa Mines says the stormwater infrastructure is routinely inspected to ensure the containment system is ready for rainfall at any time, and without warning.

“Inspections cover dam integrity and capacity, and ensure pumping infrastructure and monitoring equipment is working effectively,” Anne says.

“We run a water balance weekly, and following rain events, to confirm that our stormwater management systems are meeting the containment requirements.

“Our 37 authorised release locations have a respective Trigger Action Response “Plans which details actions required to be undertaken to ensure the system is monitored and managed to reduce the risk of release from site during a rainfall event.”

ERNEST HENRY MINING
Phil McCann, Senior Environmental Advisor for Ernest Henry Mining says inspections have been carried out across EHM and Mount Margaret as a part of the annual pre-wet season checks ensuring we are prepared for significant rain events.

“Prior to the wet season the environment team examine the sediment dams, drainage lines, bunding, stormwater weirs and automatic samplers,” Phil says.

“Maintenance of storm water infrastructure is carried out across both leases with the help of the Surface Operations team.

“This is the second year of running our water balance model and we are looking forward to capturing new data to calibrate the model.”

COPPER REFINERIES LIMITED AND TOWNSVILLE PORT PREPARATIONS
Justin May, Senior Environmental Advisor Townsville Operations says the planning for the coming wet has been thorough across both CRL and Port Operations.

“Particular attention has been placed on ensuring infrastructure is operational, and that sediment pits and stormwater drainage systems have been cleaned,” Justin says.

CRL uses cattle to manage bushfire fuel load and cattle have been transferred to next paddock, which will allow CRL to take advantage of the coming wet and for the generation of a significant amount of feed for the herd.

“It is critical for CRL that we have an integrated approach that best uses the resources available to us, with the benefit of reducing fire risk,” Justin says.
Mount Isa Mines’ Environmental Advisors preparing for the wet season for Mount Isa Mines

Romana Thefs, Graduate Environmental Advisor preparing for the wet season at EHM

Cattle at CRL, an important part of our bushfire fuel load management, have been moved to the next paddock in preparation for the coming wet season at EHM.
A brand new ETR205 Caterpillar Ad 30 dump truck with a purpose built fuel module has arrived at Ernest Henry Mining (EHM).

This brand new service truck will be used for refuelling machines underground. It will replace an older service truck that has reached the end of its natural life.

The new truck is much more robust than the older model, as the ETR205 was custom built for the underground environment. Unlike its predecessor, which eventually came undone because of the unforgiving underground environment.

The old service truck started off as a fuel truck on the surface spending a few years there, refuelling ancillary equipment until 2015 when it was altered to service underground equipment.

Matt Savage the acting Superintendent for Mobile Maintenance talks about the benefits of the new truck.

“The new ETR205 has a four speed automatic transmission which is powered by a C-15 Engine. Additionally the fuel module on the rear has a much greater capacity than what was previously available.

Due to this larger capacity to carry not only fuels, but also oils, coolant and adblu ETR205 can service all of our loader fleet without having to refuel. Meaning we can more effectively and efficiently support production and development requirements,” Matt says.
Mount Isa Mines’ Air Quality Control Centre explores atmospheric temperatures with new technology

The Air Quality Control Centre (AQC) recently purchased and commissioned an Attex MTP-5 atmospheric temperature profiler, giving us data and insights into atmospheric conditions that can impact on air quality in Mount Isa.

The MTP-5 was sourced from Russia and is the only operating unit of its type in Australia. It allows AQC to accurately measure air temperatures at various altitudes up to 1,000 metres above Mount Isa Mines’ operations on a continuous basis.

Oxygen particles emit microwave energy at a specific frequencies, with the intensity of these signals changing as air temperature increases or decreases.

The unit passively detects this radiation by scanning at different angles from the horizon and with clever software calculates air temperatures at different heights.

Matthew Meere, Senior Air Quality and Noise Advisor says while operation has just commenced, it is expected that the information from the equipment will assist AQC in determining the stability of the atmosphere above our operations.

“In particular we will be able to determine the time of the ‘inversion break’ more precisely, an effect which can result in the sudden onset of adverse conditions for smelting operations, and also determine the height and rate of atmospheric mixing as the day warms up,” Matthew says.

Overall the MTP-5 will assist AQC in determining the right times to take action to reduce stack emissions and better assess the risk of excessive Sulphur Dioxide (SO₂) in Mount Isa.

The successful demonstration of the use of the MTP-5 is expected to result in application of the technology to other Glencore mining and smelting operations to manage their environmental impacts.
In Q3, employees from Ernest Henry Mining (EHM) and George Fisher Mine (GFM) participated in conferences in Sydney, Melbourne and the Gold Coast as a part of our professional development programs and pursuit of best-practice in our field.

Participants from GFM’s Professional Development Program attended the International Mining and Resources Conference (IMARC) in Melbourne in October to gain valuable insights into the mining industry.

Tony Williams, Lachlan Maheffey and Andrew Reardon attended the IMARC conference along with Zinc Senior Managers Denis Hamel and Stuart Reid to hear from industry professionals, policy makers, investors and technical experts.

Stuart Reid, General Manager Mining George Fisher Mine said the conference was an excellent opportunity for Tony, Lachlan and Andrew to broaden their knowledge by hearing from industry leaders.

“The IMARC conference is growing rapidly as an eminent place of industry sharing, with our focus on understanding sustainable development globally,” Stuart says.

The Professional Development Program develops future Supervisors at GFM by giving participants a fast track opportunity to gain a comprehensive understanding of the mining environment.

2018 DESWICK USER CONFERENCE

GFM representatives also attended the 2018 Deswick User Conference to participate in knowledge sharing and skill development on the mining software platform.

Michael Dombroski, Senior Mine Planning Engineer says it was a great way for the team to see how our scheduling practices sit amongst the rest of the industry, as well as being able to collaborate and learn from other users.

“It was a good test for us, to identify how we are currently using software on site against the potential benefits the suite of software and latest features can bring, not only in scheduling, but across several mining disciplines,” Michael says.

FOURTH AUSTRALASI APRound CONTROL CONFERENCE

Geotechnical Engineers from EHM travelled to the University of New South Wales for the fourth Australasian Ground Control Conference, taking home the award for ‘Best Paper’ at the event.

The conference attracted keynote speakers from the United States, South Africa, China and Turkey, and a large number of attendees from around Australia and New Zealand.

Hendrik Esterhuizen, Senior Geotechnical Engineer wrote the paper and Ashmita Boodoo, Lead Geotechnical Engineer presented the winning paper which discussed the evolution of seismicity and ground control measures at EHM.

Aaron Harrison, Manager Underground Mining says the award for best paper reflected the professionalism and dedication of the team at EHM.

“While our efforts are focussed on producing best-practice outcomes for the safety and productivity of our operations, it’s great for the team to be recognised on a national stage,” Aaron says.
Celebrating service milestones – Geoff Lynch, Matt Hubbucks, Jennifer Summers and Grahme Payne.

Absent: Peter Clifford and Doug Mitton

The Glencore Townsville Service Awards Dinner was held at the Mercure Hotel on Friday 5 October. With a combined total of 200 years’ service, employees were acknowledged and thanked for their significant contributions to the company.

Congratulations to the following employees:

- **40 Years’ Service**: Grahme Payne; Geoff Lynch
- **30 Years’ Service**: Doug Mitton; Peter Clifford; Jenny Summers; Matt Hubbucks

A new core scanning unit leased from Swedish company Minalyze has enhanced the core logging process for the George Fisher Technical Services Department resulting in improved efficiencies in everyday technical operations.

Core samples are extracted by our underground diamond drilling teams, and are used to map the mineral content of the ore bodies around the mine.

Traditionally geologists would examine the core sample’s physical characteristics, and the precise mineral compositions were determined by sending specimens away for analysis in laboratories.

The Minalyzer core scanner automatically photographs, maps and scans the drill core using X-ray fluorescence, determining mineral content on site which speeds up the logging process, generating results in a matter of hours rather than weeks.

Nick Spanswick, Superintendent Mineral Resources says that while the use of XRF is not new, bringing the technology to site provides a range of benefits.

“Although the methodology is the same, the Minalyze core scanner has streamlined the core handling process resulting in quicker decision making on priority drill holes,” Nick says.

“With the new scanner we can avoid cutting and sampling as much waste and low grade material as we did previously.

“To simplify the process even further, we are setting up practices to auto populate log sheets enabling core logging to be exported directly to tablets including high resolution photos and assay values.”

The Minalyzer CS unit is located in the Core Facility at George Fisher Mine and has become an invaluable addition to the drill core work flow.
Mobile raise boring machine makes drilling a breeze

In November, George Fisher Mine acquired a new Atlas Copco ‘Easer L’ mobile raise boring rig, one of only three in Australia.

Raise borers are used to excavate passes between different mining levels without the use of explosives, meaning there are fewer interruptions to production operations in the area.

The key feature of the new Easer L raise borer is its mobility, which drastically reduces the time taken to set up and move between jobs underground.

Ben Young, Superintendent Services George Fisher Operations says conventional raise bore rigs a lot of time and effort goes into preparing the site before drilling can commence.

“Fixed machines require pre-poured concrete pads to sit upon for stability, and heavy vehicle machinery to move and re-locate them from one job site to the next,” Ben says.

“After reviewing a selection of comparable rigs and seeing the Easer L in action at another mine, we made the decision to purchase the rig for our operation.

“We have contracted Pybar Mining Services to commence work with the Easer, and help us ensure a smooth integration into our existing operational plans.

The new rig has significantly improved the ease and speed of manoeuvring into position to get a job started, and the ability to load drill rods, stabilisers and reamers remotely delivers a greater level of safety.

The improved efficiencies and performance of the machine is noticeably superior to its counterparts helping us to achieve greater productivity and accuracy.
The new stacker conveyor improves ore flow from 700 tonnes per hour to over 900 tonnes per hour, and increases stockpile capacity from 65,000 tonnes to 80,000 tonnes.

These increases in capacity improve our ability to manage mining rates and the supply of ore to the Zinc/Lead Processing operations in town.

The new stacker conveyor was manufactured to a custom design, and installed on schedule during the November maintenance shutdown.

The new design includes improvements to the maintainability of the structure in the form of a maintenance walkway the length of the conveyor.

Mariana Cioba, Mechanical Engineer says that replacing the Stacker Conveyor is a complex project, but one that came together as the result of careful planning and execution by the Mechanical and Electrical engineering teams.

“We have been working on the design and procedure for replacement since 2017, and had carefully stepped out how to complete the change with minimal interruption to our operations,” Mariana says.

“We prepared a test bed and completed a trial installation to test the procedure, and as a result the full installation went smoothly and without incident.”

In November, George Fisher Mine’s engineering teams completed the swap-out and installation of a new stacker conveyor at their L72 surface crusher.
Productive year for Isa Copper Fleet Management

This time last year, Mount Isa Copper Operations (MICO) welcomed their first MT65 Atlas Copco underground haul truck to their production fleet.

Within its first month it completed 1,106 loads and travelled 2,383 kilometres averaging 46 tonnes a load – an 18% increase to productivity.

By the end of 2018, MICO will have a total of five MT65 trucks operating at the Enterprise Mine with possibilities for more as older fleet vehicles retire.

Sam Roberts, Acting Mine Production Manager says the MT65 trucks have increased benefits for both operators and the business.

“The MT65 keeps the business happy by generating a larger load capacity and productivity but our operators also find the machines much more comfortable and easier to use,” says Sam.

“This increase in productivity has enabled us to plan additional maintenance on our older fleet while maintaining the same throughput. Once all five MT65 trucks have arrived on site and been commissioned we will have the capability to reduce our current fleet by one truck.

“Another benefit of the MT65 is the sophisticated weighing system which provides an accurate record of what tonnes we are generating and ensuring every load is close to maximum capacity.

“With the more advanced technology the trucks are also more accessible for maintenance and servicing. The Certiq system provides fault finding information for our maintainers and machine health information for our operators to assess when it needs to be booked in for a service.”

Other additions as part of MICOs fleet management and asset strategy this year include:

• 27 new light vehicles (2 with scissor lifts on the back)
• Two telehandlers
• Two simba production drills
• Two water trucks
• Two scissor lifts
• One R2900 Loader
• One grader
• One charge car
• One forklift
• One multimech flatbed truck.
MT65 is improving productivity thanks to a greater load capacity and modern maintenance diagnostics.
Apprentices take home the gong

Congratulations to our Glencore employees who have taken home a number of awards at the TAFE Queensland Trade Excellence Awards in September.

George Fisher Mine (GFM) Apprentice Luke Pyke was awarded the 2018 Engineering Automotive Apprentice of the Year award.

Ernest Henry Mining’s (EHM) Erin Harrison was awarded the 2018 Female Trades Student of the Year award.

Wade Hooper, also from EHM, earned Cairns Apprentice of the Year award.

We’d like to congratulate all of our apprentices who’ve worked hard to complete their apprenticeships, and are embarking on their new careers in mining.
Retirement is a new life chapter, an exciting time that you may have been looking forward to for some time. But like all new beginnings, retirement involves planning ahead and making the financial decisions that are right for you. When approaching retirement, an important consideration is how to invest your savings including superannuation so you are able to replace your wage with regular income throughout retirement.

When it comes to choosing how to structure your investments in retirement, it is important your savings are invested in a tax effective way while still maintaining flexibility to cover any unforeseen changes in your circumstances.

When it comes to retirement income solutions ours is the logical choice

As your trusted super provider, we’re excited to introduce PLUM Retirement Income (PRI). Exclusive to PLUM members, PRI is an account based pension that offers a simple and flexible way to convert your GlencoreSuper account into an income stream when you retire or transition to retirement.

As a member of Plum Retirement Income, you’ll enjoy:
• Regular payments from your PRI made directly into your nominated bank account
• The ability to withdraw all or part of your balance at any time (restrictions apply if you are using as a transition to retirement pension)
• Tax free investment earnings if used as a retirement income stream and investment earnings taxed at only 15% if used as a transition to retirement income stream
• The flexibility to choose an investment strategy specific to your retirement needs
• The ability to make a reversionary, binding or non-binding beneficiary nomination
• Access to financial advice services
• 6 monthly pension benefit statements
• Online access so you can monitor your account and switch your investments at any time

Retirement without limits
Retirement is a time to achieve more of your dreams and goals. With a little planning, there’s no limit to what you can aim for. The future is yours in the making.

Get growing
To open a PRI account log onto your online account, call us at 1300 85 7586 from Monday to Friday between 8am to 7pm (AEST) or chat with us online.

Plan ahead
The account based pension in PRI is based on the amount you choose to invest in your account. It’s not a guaranteed income for life, so it’s important to determine whether it’s right for you.

Want to know more about GlencoreSuper?
We have a dedicated website for GlencoreSuper (Plan). Here you can find information about your plan and access our online tools, information and education to help you create your dream retirement. To access this site:
1. Go to plum.com.au
2. Select the ‘Login here’ option.
3. Enter the Login ID which is plumsx and PIN 5000.
4. Select ‘Login’.

Not a member?
Speak to your HR representative to find out how you can join.
Be aware and stay safe this festive season

During the Christmas and New Year period there is an increase in festivities, parties, family gatherings, work functions and barbecues. While it’s a great time of year, it can also be a time of excess, especially when it comes to alcohol.

Good parties don’t just happen; they are a result of good planning and preparation. If you are hosting a party you and your guests can have a great time responsibly.

Some things to consider when planning your party can include:

- Provide food from start to finish
- Avoid having alcohol as the focus of the party by planning some alcohol free activities
- Provide plenty of water and other non-alcoholic drinks
- Top up people’s water glass instead of their alcohol glass
- Let friends know they can sleep over if they need to
- Arrange lifts in advance to and from the party.

To sober up takes time, the liver gets rid of about one standard drink an hour. Sweating it out with exercise, cold showers, coffee, fresh air or vomiting will not speed up the process. They may ease the symptoms, but they do not remove alcohol from the bloodstream any faster. This means it may not be safe to drive or work the following day.

The effects of drinking alcohol and taking other drugs, including over-the-counter or prescribed medications, can be unpredictable and dangerous, and could cause:

- Alcohol + cannabis: nausea, vomiting, panic, anxiety and paranoia.
- Alcohol + energy drinks (with caffeine), ice, speed or ecstasy: more risky behaviour, body under great stress, overdose more likely.
- Alcohol + benzodiazepines: decreased heart rate, overdose more likely.
Environmental credentials

Mine to Market is printed on Impact paper stock.

Impact is made with a carbon neutral manufacturing process* It is well priced, FSC COC certified and consists of 100% post consumer waste recycled fibre.

* Mill use 86% renewable energy, meaning emissions generated by producing Impact are incredibly low. The remaining unavoidable CO2 emissions are compensated for by promoting controlled emission reduction projects, audited and certified by Climate Partner. The life cycle analysis tracks Impact from raw materials through to K.W. Doggett Fine Paper Warehouses nationally.

Announcements

Congratulations to Anthony Jones, Auto Electrician, GFM Mobile Asset Maintenance and his partner Natasha on the birth of their daughter, Ava Rose, on 7 August 2018.

Congratulations to Cameron Moore, Manager Mount Isa Copper Operations Mining and his wife, Fran on the birth of their son, Rupert, on 27 September 2018.

Congratulations to Justin Bindley, Senior Asset Maintenance Planning, George Fisher Mine and Alyssa Pattison on their marriage at Summergrove Estate, Carool on 3 October 2018.

Congratulations to Samuel Skinner, Electrician, George Fisher Mine and Jess on the birth of their daughter, Heidi Denise, on 16 November 2018.

Congratulations to Ross Collings, Diesel Fitter, George Fisher Mine Mobile Asset Maintenance and his fiancé Terese on the birth of their daughter, Kora, on 18 November 2018.

Calendar of Events

JANUARY
1  New Year’s Day 2019
26  Australia Day
28  Australia Day Public Holiday
29  School Term 1 commences (Queensland)

FEBRUARY
14  Valentine’s Day
6  Ronald McDonald House Charity Ball

MARCH
3  Clean Up Australia Day
8  International Women’s Day
9  Zonta International Women’s Day Dinner
Holiday to do list

- Wrapping paper
- Lights
- Tree
- Ham
- Suncream
- Health insurance

This time of year always proves challenging.  
To do lists go on and on!

Is health insurance on your to do list? If so contact me and tick this off your list this holiday season.

Feel free to contact me anytime to discuss your corporate health insurance.

Wishing everyone Happy Holidays and all the best for 2019!

Champika Roberts
YOUR HEALTH INSURANCE EXPERT

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