

Northparkes Mines  
*A century of mining together*

# The Northparkes Report 2022

**CMOC**



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## Aboutus

Northparkes is owned and operated by China Molybdenum Co., Ltd (CMOC) in a Joint Venture comprising CMOC (80%), Sumitomo Metal Mining Oceania Pty. Ltd (13% and Sumitomo Corporation (6.7%).

# Our purpose

We produce the vital components of our modern quality of life: copper and gold, in a sustainable manner to achieve our vision of 'A century of mining together'.

# Ourstory

**Since 1993 Northparkes has been celebrated for our high-quality copper deposits, low cost operations and loyal, committed people.**

Working at Northparkes is enjoyable: inspirational leadership matters and diversity is celebrated. We are proud to be a miner and a farmer, a good Parkes neighbour and valued contributor to NSW's Central West.

Zero Harm Operations describes our approach.

We are innovative and resilient, we embrace technology and new ways of working. We have decades of excellent mineral deposits and an entire mineral field to continue to explore.

We will discover the copper and gold deposits to take us even further into the future. We are setting up future generations of Northparkes miners for a century of mining together.

# Our values



## Zero harm

Zero Harm is our approach to every aspect of our operations. We care for our people, our environment and the community in which we live and work.



## One team

We proudly work together towards our shared purpose.



## Life balance

We realise the potential in everyone, support their wellbeing and enjoy what we do.



## Improvement

We will be better tomorrow, than we are today.

# From our CEO

**Ruiwen Sun**  
CMOC CEO and President



**In 2022, Mr. Tian Jianjun succeeded Mr. Lehman and led NPM to achieve continued success and again prove its role as a leading mining operation. In 2022, we are pleased to see NPM reaffirm its commitment to CMOC's management strategy and make substantial progress through management and technical upgrades and contract management improvement.**

The newly constructed E26LIN block caving project started production five months ahead of schedule, contributing an 11% YoY increase in throughput by providing 300,000 tons more ores than planned and laying a solid foundation for achieving production targets. NPM collaborated with Chinese research institutes to tackle ore processing challenges brought by declining grade. In 2022, the copper and gold recovery rate remained stable despite the nearly 10% decline in feed grade, which is remarkable and highlights NPM's determination and confidence to challenge themselves and achieve success. This is worth learning from other mining units of the Group.

With the same commitment in mind, the whole Group accelerated the pace of becoming a "respected, modern, and world-class resources company" in accordance with the "three-step" plan of laying the foundation, moving up the ladder and achieving stellar growth. We were able to make great progress in the "three-step" strategy by remaining

true to our development strategy and exploring potential in production and operation, project construction, ESG management, and organic development. 2022 is marked by CMOC's consistent and robust growth, represented by our stable operating revenue of over RMB170 billion and record net profit, EBITDA, operating cash flow and ROE. As 2022, the Year of Construction rolled out, two world-class projects of KFM and TFM mixed mine in the DRC progressed smoothly, ready to start production in 2023 and double our copper and cobalt production capacity. We maintained A MSCI ESG rating like leading peers such as Rio Tinto and joined the UN

**The whole Group accelerated the pace of becoming a "respected, modern, and world-class resources company".**

Global Compact to demonstrate our commitment and contribution to environment protection and community benefits. We welcomed CATL, the world's biggest traction battery manufacturer for EVs, as our second largest shareholder and will see our new development chapter in the new energy sector expedited by the partnership. We are determined in our exploration of new energy metals around the world, committed to make our contribution to the global energy transition.

CMOC has created an extraordinary 2022 marked by the commitment and dedication of CMOC employees, including every and each one of you at NPM. 2023 is likely to be a year of challenges and opportunities, and we have to be fully ready for any opportunities as the global economy picks up. Defined as the Group's Year of Advancement, 2023 will see our advancement in economic efficiency and comprehensive strength through production capacity and management enhancement. To achieve the goals for 2023, NPM shall identify and address shortcomings, solidify foundation and bolster strengths. Equipment and production challenges need to be tackled through improvement in underground winder, surface belts, and cleaner flotation. Management reform and technical improvement shall be rolled out to reduce cost, increase efficiency and shape values and culture. NPM also needs to make efforts in ore body planning and resources exploration for sustainable development. The Group will continue its strong support to NPM during this journey towards our common dream.

As a production company with time-honored tradition, NPM has been a top performer during both Rio Tinto and CMOC years. Although we are confronted with many challenges, I have confidence in NPM and believe it will reach its goals, create new achievements and rebuild glories with hard work and wisdom.

# From our Managing Director



**Jianjun Tian**  
Northparkes Mines  
Managing Director

## Welcome to the 2022 Northparkes Report. This report recognises and celebrates the achievements and milestones we reached throughout the year.

Since 1993, Northparkes has been celebrated for our high-quality copper deposits, low cost operations and loyal, committed people.

In 2022 we achieved a new record for mill production of 7.60 million tonnes. We mined 5.96 million tonnes of ore from our underground mine and 1.63 million tonnes of ore from our surface crushing.

In 2022 we achieved a new record for mill production of 7.60 million tonnes. We mined 5.96 million tonnes of ore from our underground mine and 1.63 million tonnes of ore from our surface crushing. Our new underground blockcave E26L1N commenced production, following successful delivery of the construction, 5 months ahead of schedule, optimisation projects progressed on our processing plant, and several tailings storage dam projects excelled.

Our share farming agreement was renewed, and despite the challenging weather our region experienced the cropping was successful.

In January our Environment Team were awarded 2022 Parkes Shire Australia Day Environmental Award, for Kokoda biodiversity offset and the establishment of over 18,000 native plants to restore 37.3 hectares of degraded grassland. The project also generated employment opportunities through education and skills development for people across regional NSW. Our commitment to our community and environment is something we are very proud of, and we will continue to strive for excellence.

Throughout the year Michelle Wetherell, Superintendent of Human Resources, Organisational Development and Training received the state and national award for 'Gender Diversity', which showcased the inclusive programs our operation has successfully implemented. It is fantastic to see Michelle being recognised for her achievements and contribution to not only Northparkes but the mining industry.

In August, we sponsored the inaugural Frontline Ball, a black-tie fundraising event for our local emergency services. The event was a great success, with 415 attendees and \$64K funds raised for purchase of equipment to support our community.

As the year came to a close, the central west was devastated by floods. We cancelled the Christmas parties and postponed Family Day, and donated \$150K to Parkes, Forbes and Eugowra communities. \$50K of donated funds was a contribution by our gold streaming partner Triple Flag

Precious Metals. The NSW Government awarded a grant of \$500,000.00 from the NSW Government's Critical Minerals and High-Tech Metals Activation Fund for the metallurgy component of

In January our Environment Team were awarded 2022 Parkes Shire Australia Day Environmental Award, for Kokoda biodiversity offset and the establishment of over 18,000 native plants to restore 37.3 hectares of degraded grassland.

ongoing studies at our E22 ore body. This investment and commitment by the NSW Government in our operation and the industry is significant and highlights the importance of mining for our future.

We value  
caring for our  
people, our  
environment  
and the  
community.

Zel





**ro** *harm*

# Zeroharm - Our Zero Harm approach

**Zero Harm is our approach to every aspect of our operations – we care for our people, our equipment, our environment and the community in which we live and work. We work to achieve this approach by looking out for each other during every an essential part of our culture onsite. it is how we work, it is doing every task the right way, every time; not because we have to, but because we want to. This approach is an essential part of our culture onsite.**

In 2022, we had 12 total recordable injuries, which included workers receiving medical treatment and/or being placed on restricted work duties. In total we had we had 18 notifiable incidents and 1 community complaint.

Abdomen / chest	1
Ankle	3
Arm / shoulder	2
Head / face	1
Hand / fingers	2
Hip / leg / knee	3
Other	1

In 2022, we received one community complaint and had zero environmental incidents:

#### 2022 injuries:

Community	1
Environmental	0



# COVID-19 Response and Management

**2022 saw the first real impact of COVID-19 on-site. By the end of the year, a large portion of our workforce have contracted COVID-19 with a majority being able to return back to work after their isolation period.**

Following each confirmed case, workers have had a follow up session with our on-site registered nurse to determine workers who may be experiencing any long-term impacts from COVID-19.

Throughout the year, a number of work based and community activities did not proceed to ensure worker's safety and to minimise the spread of COVID-19. During the middle of the year, we experienced the beginning of the third wave of Omicron and a return of additional controls to minimise the spread.

Towards the end of 2022, as the third anniversary of the original outbreak of COVID-19 rolled around, Australia transitioned towards managing COVID-19 in similar ways to any other respiratory illness. Living with COVID-19 was the public health strategy and is based on the realisation that elimination of the virus is impossible and that people need to adjust to the new normal and take greater responsibility for managing their own health and considering the health of others. With the end of mandatory self-isolation, little things make a big difference to keep us all COVID-19 safe. All of us have a role to play in protecting our own health, the health of our loved ones and those most at risk from severe COVID-19 illness.



# Our Community and Environment



## Air Quality

We routinely sample air quality at key locations on and adjacent to our mine site. The program is designed to determine the effectiveness of control measures and ensure we are compliant with consent and licence conditions. The program utilises real-time BAMs (Beta Attenuation Monitoring) for PM10 and onsite meteorological station to notify periods of elevated particulates and assist in identifying their point source.

There were zero dust exceedances recorded during the 2022 period. During 2023, Northparkes will look to employ a number of additional strategies for managing potential air quality impacts, these include:

- Ripping of TSF surfaces with chisel plow
- Sowing with native groundcover
- Alternate tailings material deposition between the active TSFs, reducing exposed areas

## Noise

Operational noise is managed by Northparkes in accordance with the approved Noise Management Plan (NMP). The NMP covers all operational activities with the potential to generate noise at Northparkes. It details specific noise management and mitigation measures, outlines monitoring and reporting requirements and provides clear definition of the roles and responsibilities for noise management. Control measures for the management of noise during construction, operation and decommissioning are essential in minimising noise impacts.

There were zero reportable noise exceedances recorded during the 2022 period.

## Water

69% of the water used onsite was recycled in 2022, which is considerably higher as a result of above average rainfall conditions. The main water usage was to process crushed ore into copper concentrate and discharge tailings into storage facilities (TSFs)

We manage our water use through an internal infrastructure system aiming to:

- Ensure a reliable and sustainable long-term supply of water to site
- Minimise fresh water use by recycling water from mining and processing activities
- Monitor surface and groundwater resources to assess the impact of our operations

## Blasting

During campaign open cut mining activities, Northparkes undertakes vibration and overpressure monitoring at neighbouring residences to protect both public and private infrastructure from any damage resulting from blasting. Northparkes recommenced surface blasting again in 2022 after 12 years of underground mining.

There were zero reportable vibration or overpressure exceedances recorded during the 2022 period.

## Environmental Incidents

There were zero reportable incidents during the 2022 period.



## Northparkes Mines

### A century of mining together



### Water containment

Over the past five years, our site and the surrounding region, have been through significant droughts and are now experiencing one of the biggest floods on record. Northparkes is a no discharge mine, meaning that all water that comes in contact with the operational areas is to be contained on site. Maintaining containment over the past 12 months has required a lot of extra effort and support across the site, it has been a significant achievement.

We have an onsite weather station with accurate data back to 2009. Over that period, the average rainfall has been 523mm. After the 2018 and 2019 droughts, the onsite water storages were dry and containment was easy to manage, with only 205mm of rainfall recorded in 2019.

Since 2020, rainfall has continued to increase, with the 2022 rainfall total almost at 1,000mm for the year. Our Tailings and Processing teams have , Tim Bell said 'There were many weeks where we were scrambling from one water storage to the next, moving pumps to get capacity again. With access tracks so wet, getting pumps and fuel to pumping locations was difficult. We had to get creative at times to maintain our environmental compliance.'

With the recent wet climatic conditions expected to continue through 2022 and into 2023, the Northparkes teams are working hard to manage water storage capacity. The ongoing effort is an important task and is necessary to maintain our compliance and protect our environment.



### Dust management practices

Continual improvement and innovation is vital to maintaining effective management of Northparkes' environmental performance. Our operations are industry leaders in air quality management across NSW mines. Whilst sophisticated and ground breaking technologies are revolutionising the mining industry, Northparkes has leaned into our farming roots to effectively manage fugitive dust from tailings storage facilities.

Back in 2015, Northparkes successfully established a barley crop across 80 hectares of Tailings Storage Facility 2 – this was an ambitious undertaking, which ultimately paid off. The cereal crop was able to combat the difficult growing conditions and effectively mitigate dust lift off. Barley continued

to be planted across TSF2 every two years to maintain this performance.

Widespread drought in 2018 and 2019 impacted the barley planting those years, however, the results still reaped reward. Although the barley did not establish and provide dust mitigation as desired, the cultivation process was deemed similarly adequate as it disturbed the tailings surface, trapping the fine dust prone tailings.

Ripping of the tailings facilities has been strategically undertaken during periods of increased concern. This activity is low cost and simple to implement, additionally it has proven to be extremely successful across our tailings facilities, becoming a tried and trusted control for dust.



# SHIFT Program and Awards

**The Northparkes SHIFT Program continued in 2022, with 15 individuals and teams receiving recognition. The program focuses on achieving operational excellence through our people working towards the following attitudes and behaviours:**

**S – safe mindset**

**H – helpful v hindering**

**I – increased care**

**F – fix v identify**

**T – team success**

Throughout the year our employees were given the opportunity to nominate an individual or team in recognition of attitudes and behaviours that help to improve our safety and culture at Northparkes. A big congratulations to our winners and to all our nominees!



The recipients in 2022 were:

- Safe mindset - an individual or team who exhibits outstanding attitudes or behaviours that reflect our Zero Harm approach.
- Cerith Frame, Wailuen Doguiles and, Peter Cornelissen and Todd Meriman
- Helpful v hindering - an individual or team who exhibits an outstanding attitude that reflects a helpful culture onsite. This may include going out of the way to help fix a hazard or helping another team or person to enable their success.
- David Garcia, Justin Spalding and Kiarna Hall
- Increased care - an any individual or team who exhibits outstanding attitudes or behaviours that reinforces their level of care to others onsite.
- Matthew Vizard, Brett Horan and Kris McNeil
- Fix v identify- an individual or team who exhibits outstanding attitudes or behaviours that reflect an employee who takes accountability to fix a problem/hazard or issue where it is safe.
- Chris Riley, Dave Allan, Brett Horan, Matt Curtis, Robbie Thorncroft and Masashi Yamane

- Team success - an individual or team who exhibits outstanding attitudes or behaviours towards team success. This may be within their own team or contributing to wider team successes for a cause higher than themselves.
- Mine Technical Services team, Travis Beaton, David Porter, Orin Cox, Ian Morrissey, David Shanks, Matthew Spedding, Christian Green, Jason Wythes, Joe Priest, Matthew Lawryk, Anthony Leonard and Phil Cann

All our winners received \$200 voucher each as further recognition for their efforts.





# Consultation

**In addition to supporting community initiatives, we have several approaches to formally engage, monitor and report to our community stakeholders:**

## **Community Consultative Committee:**

This committee gathered 2 times in 2022 and provides a platform for discussion with representatives from key stakeholder groups, including; local government, community members and neighbours. CCC meetings are held at least 2 times per year, and supports open communication with key stakeholders and leaders from our operations. The meetings, facilitated by an external independent chair, update the group on business matters and encourage discussion about shared issues in our region which may support the community towards a common goal. Throughout 2022, shared concerns were raised around the challenges our communities are facing, including; rising cost of energy, ongoing wet weather, housing availability, and sufficient child care capacity.

## **The Wiradjuri Executive Committee (WEC)**

This committee gathered 3 times in 2022. The WEC meetings provide a forum to identify opportunities and develop projects which support Wiradjuri people in the community, and to keep the community updated about activities relating to the operations at Northparkes. The WEC is made up of two members from the Wiradjuri Council of Elders, two from Peak Hill Local Aboriginal Land Council and two senior Northparkes

employees. During the year, the Group focused on projects relating to education, training, business development and community engagement. Works and initiatives undertaken by the WEC in the reporting period included:

- Review of all site disturbance permits issued by CMOC during the reporting period
- Feedback on selection of Northparkes Indigenous Scholarship recipients and encouragement of Indigenous employment
- Commitments outlined in the 2022 work plans included: education, community engagement, business development and employment and training
- Continuous provision of employment opportunities for the Indigenous workforce

## **Neighbours meetings**

Two neighbours meetings were held during the year. These meetings were hosted at our local community hall, Adavale.

The neighbours meetings provide the opportunity for continued dialogue with those near to our operations. The meeting is extended to all registered Northparkes neighbours and on average had around 15 neighbours attend each session in the period. During 2022, the meetings covered a range of topics from business updates, to discussions relating to future plans and potential impact on to our neighbours.

One community complaint was received in the year. The complaint related to dust and water concerns and was the first complaint in 3 years. The EPA visited Northparkes and investigated the complaints and found no non-compliances and stated that no further action will be taken. Overall, 2022 was an incredibly successful year in regards to consultation with our stakeholder groups, and the ongoing program for consultation will continue into the future.



# Victorian Mine Rescue Competition Winners

**In November, members of our Emergency Response Team were awarded third place in 2022 Victorian Mine Rescue Competition.**

This well-respected national competition attracts teams from mines across Australia and has been running since 1993. The 2022 competition took place in Bendigo, Victoria, where teams competed in a number of challenges demonstrating theoretical and practical mine rescue skills across three days. The team placed first in breathing apparatus, second in first aid, and third in fire, ropes and underground search and rescue. The team also received several special mentions for their commitment to team safety and an honourable mention for their interaction with police following a multiagency scenario. Congratulations to the competition team and the entire group of ERT members who train year-round to ensure they are ready to assist in case of an emergency. This year's competition team was led by Jamie Pope, and included Ben Ryan, Adam James, Joe Dopson, Michael Thomas, Emma Gamble, Kiarna Hall and Linda Snyman.





# Central West Flood Disaster and Response

**Central West NSW experienced one of the most disastrous series of flooding events in recorded history during November of 2022. Northparkes is integrated in the local Parkes and Forbes Shire communities, being a residential mine with employees living in Parkes, Forbes, Eugowra, Euabalong and other Local Government Areas surrounding the mine.**

In the week following the significant rainfall event of Monday 14 November, entire towns across the region were inundated with water. The flooding of November decimated the town of Eugowra, flooded areas of Parkes that had never experienced such water levels, and caused Forbes to be flooded for the second time in as many weeks. Thousands of people have been displaced from their homes, many have lost their homes, businesses have faced irreparable damage and our local communities are facing an overwhelming recovery ahead.

We are committed to providing ongoing support to our local communities to help them recover from disaster. In the days and weeks following the flooding of November, over 5 thousand material items were donated, over 1.2 thousand hours of volunteering was undertaken and several events were cancelled to make funds available to donate to the community.

Triple Flag Precious Metals, our gold streaming partner have provided a donation of \$50,000 towards the communities impacted, and \$100,000 is being committed by Northparkes.

Following consultation with our local shire councils, Resilience NSW, and the SES to determine the suitable program, a total of \$150,000 is planned for donation to the Parkes, Forbes and Cabonne communities impacted by the recent flood events.

State and Federal Government representatives including Australian Prime Minister, Hon. Anthony Albanese and NSW Premier, Hon. Domenic Perrottet visited the region during the period of disaster and announced a range of measures to support the recovery of our region. International Emergency Services were deployed from New Zealand, Singapore, and the United States to support the local Australian Emergency services respond to the disaster. The response to the 2022 floods was a multi-agency approach, which saw resources being deployed in mass, across our region, to aid our communities.



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We value  
working  
together  
towards  
our shared  
purpose.



# 2022 Milestone Service Awards

**Throughout this year, 26 employees celebrated major milestone service anniversaries. The major Milestone Anniversaries are celebrated at 10, 15, 20 and 25 years of service.**

The employees celebrating major milestone anniversaries in 2022 were: Rachael Whiting, William Ryan, Christopher Riley, Kirk McGinnes, Brent Lovett, Adam James, Bradley McConnell, Jacques Labuschagne, Geoffrey Price, Ian Morrissey, Nathaniel Dixon, Jason Thomson, Gabrielle Albert, Kenneth Hall, Matthew Searl, Stacey Kelly, Matthew Ross, Timothy Dunn, Remeth Henry, Todd Redfern, Todd Skinner, Anthony Ragg, Clint Sanderson, Tyler Quirk, Mathew Rankmore, Damien Morgan.

Looking at one such employee Rachael Whiting, who celebrated 15 years of service. Rachael started in 2007 as a Graduate Safety Advisor hailing from Rockhampton. She has worked in numerous safety and risk roles across site over the last 15 years and is now our Superintendent for Health, Safety and Emergency Risk.

It is our team at Northparkes that makes the difference, and it is a great accomplishment to celebrate our people who have hit these milestones.





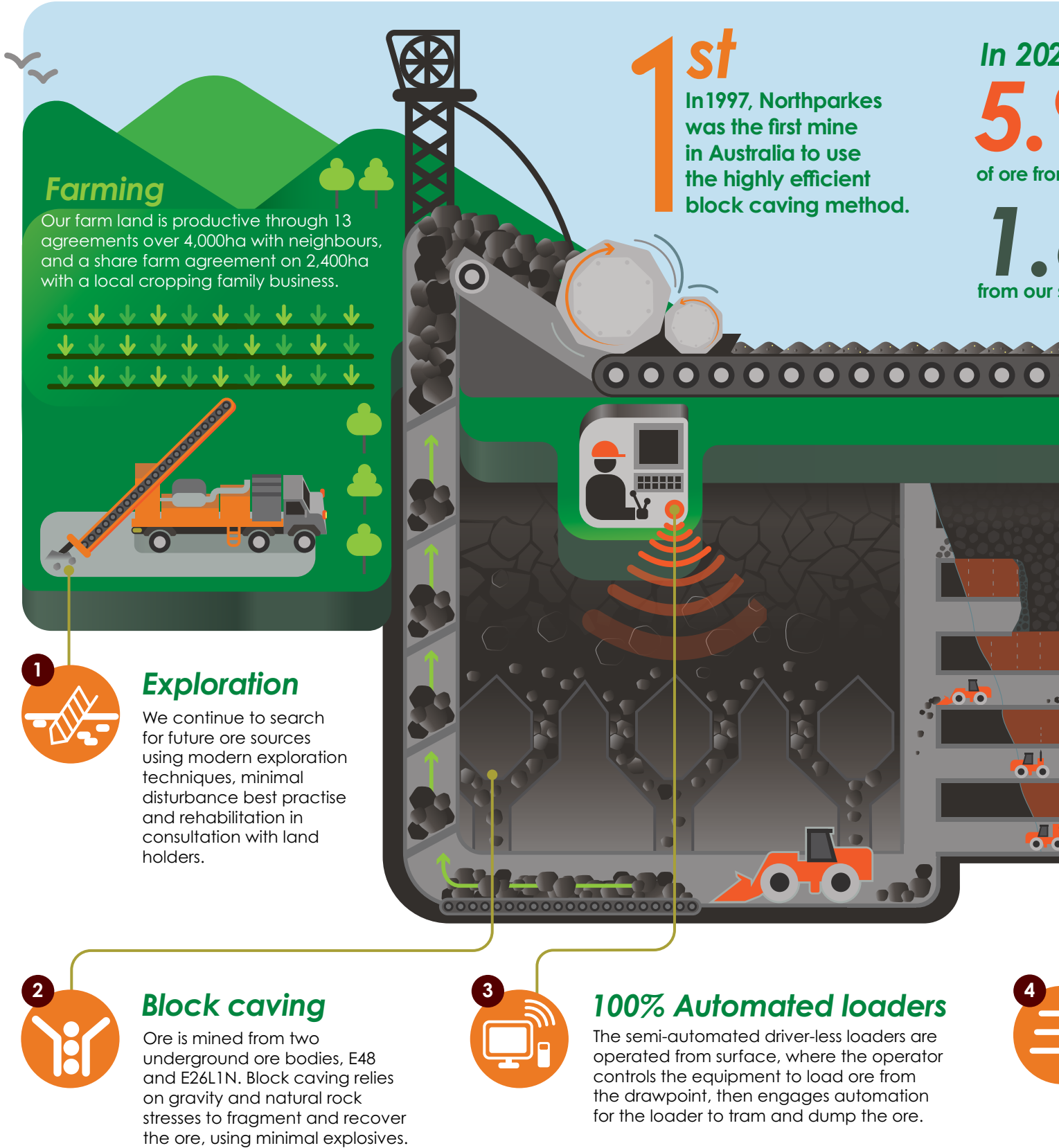
# Lester Plummer Apprentice of the Year

Jarred Lewis our Mobile Plant Mechanic Apprentice was presented the 2022 'Lester Plummer Apprentice of the Year Award'. He was recognised for his overall work performance, technical knowledge and commitment to zero harm.

This award is named after the late Lester Plummer who was an employee at Northparkes for many years and during this time was passionate about coaching and mentoring our apprentices. Lester was known for his caring and fun-loving nature, combined with his trade knowledge and skills.



# Our Value Chain



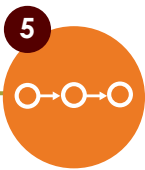
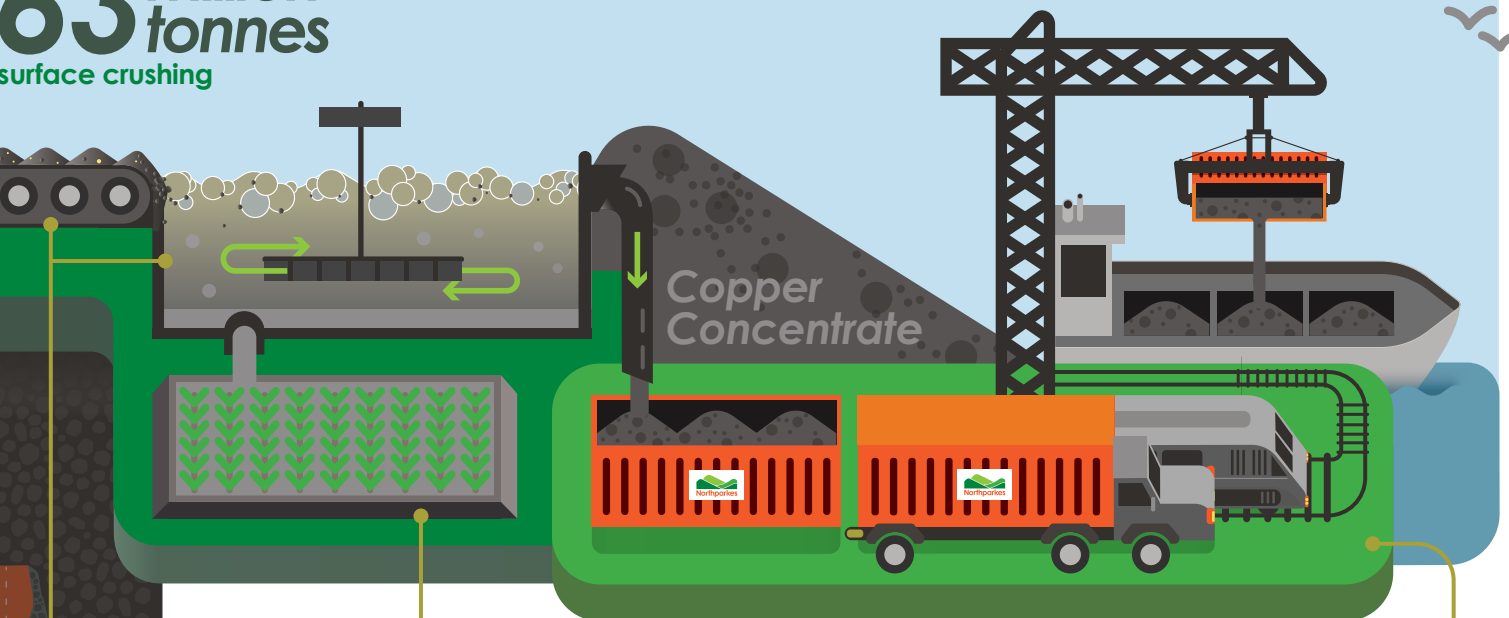
**Northparkes Mines**  
A century of mining together

2022 we produced  
**96 million tonnes**  
of copper concentrate from our underground mines

and we processed  
**7.60 million tonnes**  
of ore through our ore processing plant

**Cu**  
**Au**  
Our 2022 metal recovery results were 82 per cent copper and 67.7 per cent gold.

**63 million tonnes**  
of ore from surface crushing



**Ore processing**

In order to recover copper and gold from the ore, it is processed through several stages including grinding, flotation, concentrate thickening and finally filtration.



**Tailings management**

The waste material from processing is thickened to remove moisture, then transferred to our Tailings Storage Facilities. Water is recycled back to the processing plant creating a dry surface. To reduce dust on inactive Facilities, we roughen the surface with tined implements or grow plants as a cover.



**Sub Level Cave**

We began production from our E26 Sub Level Cave in 2016. Sub Level Caving is a mining method during which slim blocks of ore are released by successively blasting and undermining small panels.



**Transport and logistics**

The concentrate is transported to port by road and rail in shipping containers. These containers are then tipped directly into the ship using a specially designed crane attachment called a rotainer. The concentrate is not removed from the containers until it is loaded into the ship ready for its final journey to our customers.



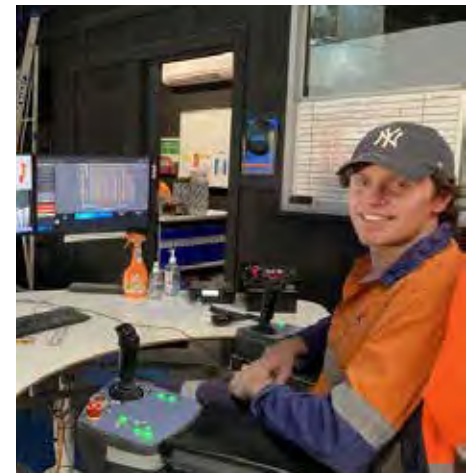
# Skilled workforce

**In 2022 twelve employees successfully completed Certificate III and IV qualifications supported by our onsite Operational Training team.**

When joining Northparkes all Process and Underground Technicians are given the opportunity to complete Certificate III in Resource Processing or Metalliferous Mining.



Vance Unger Process Technician



Jeremy Nicholson Underground Technician

## Apprentices

**Blake Parker and Josh Van Der Stok recently completed four-year apprenticeship programs in 2022.**

Blake started with Northparkes in 2017 as a Warehouse Officer, before commencing his Mechanical Apprenticeship at the beginning of 2019. Josh Van Der Stok also commenced his Electrical Apprenticeship in 2019. Josh joined Northparkes already having an auto electrical trade, wanting to expand on his existing skillset.

Blake and Josh have secured permanent roles with Northparkes on completion of their apprenticeships and will continue to grow their careers here.



Apprentices



# MetFest Hosted by Northparkes

**In October, we hosted the 11th Australasian Institute of Mining and Metallurgy MetFest event, bringing around 130 metallurgists, process engineers, associated professionals and undergraduate chemical engineering students to Parkes.**

The annual event boasts a series of unique networking events which connects technical professionals, undergraduate students and operational leaders across the resources sector. MetFest Parkes included a guided tour of Northparkes' processing facilities a unique opportunity to showcase Northparkes' metallurgical exploits to experienced and upcoming technical persons. Additionally, a series of technical presentations by the Northparkes Ore Processing team showcased learnings from successful and unsuccessful plant trials, and the mineralogy program we utilise for process improvement.



# Valuable Partnerships

## During the year, we were able to host a number of important visitors to our region and to site.

CMOC CEO and President, Mr Sun travelled to Australia in August to meet Managing Director, Jianjun Tian and Manager, People, Safety and Environment, Stacey Kelly as well as members of the Sumitomo Metal Mining Ocenia and SC Mineral Resources Joint Venture. During the trip, we took the opportunity to show Mr Sun through the underground block cave mine E26L1N crushing station, and surface operations -processing plant and tailings dams. To close out a very significant and memorable trip, the Parkes Shire Council Mayor, Ken Keith OAM and council members of Parkes and Forbes

shire hosted a formal public event to welcome Mr Sun and express the local government's appreciation for his visit and the importance of Northparkes' operation to our local communities.



## Shaun Usmar Founder, Chief Executive Officer and Director and James Dendle Vice President, Evaluations and Investor Relations of Triple Flag Precious Metals

In April Shaun Usmar and James Dendle from Triple Flag precious Metals based in Canada, travelled to Parkes for their first visit to Northparkes since the gold streaming agreement with CMOC was made. During the visit they were able to meet the Forbes Mayor Ms Phyllis Miller and Forbes Shire Council General Manager Mr Steve Sloane. While Shaun and James were in the region, Shaun awarded the Triple Flag Scholarships to the successful recipients.

## Joint Venture Policy Committee Visit

Managing Director of Sumitomo Metal Mining Ocenia (SMMO), Jiro Uesugi, and Director of SC Mineral Resources (SCMR), Romina Bratton

along with representatives from both SMMO and SCMR travelled to Parkes in July for the biannual Joint Venture Policy Committee meeting. During the meeting, the Joint Venture group were able to tour the completed construction of the E26L1N crusher station and had the opportunity to discuss operations with on-site technical team.





# Diversity Champion Michelle Wetherell

**Michelle Wetherell, Superintendent – Human Resources, Training and Organisational Development received two different awards recognizing her commitment to mining.**

She was promoted to Superintendent – Human Resources, Training and Organisational Development in 2017. Since then, she has played a significant role in developing championing initiatives supporting a diverse and inclusive workforce. Including her role as the Northparkes representative on Parkes Domestic Violence Committee and leading the work that resulted in Northparkes attaining White Ribbon accreditation in 2016. Additionally, Michelle rolled out an update to employee performance descriptors that recognises and rewards employees and leaders at all levels who lead with increased care and support initiatives to create diverse and equitable teams.

NSW Women in Mining, Gender Diversity Champion Award 2022 Michelle was awarded the NSW Women in Mining, Gender Diversity Champion Award at the NSW Mining Women in Mining Awards held in Sydney this past June. She has played a significant role in developing and championing initiatives supporting a diverse and inclusive workforce. Overseeing the introduction of the Northparkes parental leave program, which has been highly successful resulting in a 100% return to work rate she has as well championed more flexible work, including advertising jobs with flexible work arrangements,

and overseeing the first job-share arrangement in an operational role.

Rio Tinto Gender Diversity Champion in Australian Resources for 2022 Michelle was awarded the Rio Tinto Gender Diversity Champion in Australian Resources for 2022 during the Women in Resources National Awards which were held in Canberra this past September. The award recognises an individual -male or female -for excellence in the encouragement, promotion and advocacy for the attraction, retention, inclusion and promotion of women within their company and/or the Australian resources sector. Michelle's ongoing commitment to diversity and inclusivity in the workplace promotes our operation as a leader in the mining industry.



# Our Future Leaders

## 2022 Sumitomo Metal Mining Oceania Scholarship Winners

Three recipients were announced for the 2022 Sumitomo Metal Mining Oceania Scholarships. Each recipient received a one-off payment of \$3,000 to help them with their studies. Additionally, Northparkes offers work experience and career mentoring to SMMO scholarship holders' onsite.

For Charlie the scholarship "provided me with the financial assistance necessary to contribute to textbooks, a new computer, and many other costs associated with independent living. This allowed me to focus on learning the material and gaining knowledge without having to worry about any financial burdens". For scholarship winner Ethan "The scholarship money was of great assistance in getting me setup in Wollongong for university, including upfront accommodation costs and textbooks, as well as relieving financial pressure to start the year".

## 2022 Indigenous Scholarship Winners

This year we announced three recipients of the 2022 Northparkes Indigenous Scholarships. In addition, the students will complete work placements on site at Northparkes and throughout Australia to ensure they are getting practical experience throughout their degree.

## 2022 Triple Flag Scholarship Winners

Four recipients were announced this year for the 2022 Triple Flag Scholarship. Each recipient received a one-off payment of \$5,000 to help in a number of areas including relocating for study, rent, textbooks, course fees etc.

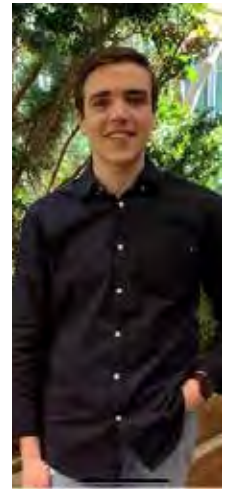
Monique one of the winners of the scholarship had this to say after her first year " I was very grateful to receive the Northparkes Mines Triple Flag Scholarship to support me financially throughout 2022.

I used the scholarship to assist with my on-campus accommodation rent and to buy nursing textbooks that greatly aided my study throughout the year". While winner James said "The Triple Flag Scholarship was invaluable in assisting me financially, as I was able to put it towards the cost of accommodation while living on campus, as well as put some money towards general living expenses. I am extremely grateful for having been fortunate enough to receive the Triple Flag Scholarship". Monique said "Receiving the Triple Flags scholarship allowed me to focus a lot more on studies, assisted in my rental costs at uni and allowed me to purchase my textbooks and equipment for the year. I was incredibly lucky to be a recipient and I can't express how much it helped me get through a very stressful year of uni".





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A century of mining together



**Vacation Program**

During 2022, we hosted nine university students as part of our Vacation Program. The 8-week program is designed to give students a solid foundation to kick start their mining career and fast track them into employment. The students joined Mechanical Engineering, Mine Engineering, Geology, Metallurgy, Safety, Environmental and Community and External Relations teams and in addition to the on site experience, they also designed and constructed the Elvis Float.

Vacation student Lachlan, had this to say about the experience "I have had an amazing time working as a vacation student with the Environment team, I've been entrusted to undertake a wide range of activities that have allowed me to learn and

get hands on experience to do with all that the Environment team does on a mine site. Working at Northparkes has been a great experience that I plan to take forward with me, and look fondly on as I progress in my career". Another vacation student, Ethan said "My time in the program was amazing, gaining invaluable knowledge and hands on experienced in the field. Everyone in the team and on site were extremely

supportive and insightful while helping me to reach my goals and complete projects".



**Winner**

**University**

**Degree**

**2022 Sumitomo Metal Mining Oceania Scholarship Winners**

Claire Simpson  
Charlie Jones  
Ethan Hoswell

Charles Sturt University  
University of Newcastle  
University of Wollongong

Bachelor of Nursing  
Bachelor of Software Engineering  
Bachelor of Engineering (Mining)

**2022 Indigenous Scholarship Winners**

Bindi Shaw  
Tilly Langham

University of Newcastle  
University of Canberra

Bachelor of Sport and Exercise Science  
Secondary PDHPE + Aboriginal studies

**2022 Triple Flag Scholarship Winners**

Benji Glasheen  
James Finn  
Bachelor of Laws (Honours)  
Monique Morgan  
Elizabeth Smith

University of Newcastle  
University of Newcastle  
  
Charles Sturt University Bathurst  
Charles Sturt University Bathurst

Bachelor of Secondary Education  
Bachelor of Business/  
  
Bachelor of Nursing  
Doctor of Medicine - Science

# Parques Elvis Festival

**The Parkes Elvis Festival is a highlight in the community calendar, and Northparkes is proud to be a major sponsor of the annual event.**

The festival brings around 25,000–30,000 visitors to the region and is recognised as one of the top three festivals in Australia. The largest crowd drawing event of the festival is the Northparkes Street Parade which involves our workers and their families parading through Parkes on Elvis themed floats. Additionally, our employee pipeline made up of graduates, apprentices,

The largest crowd drawing event of the festival is the Northparkes Street Parade which involves our workers and their families parading through Parkes on Elvis themed floats.

scholarship holders and vacation students, are given the opportunity to get involved by designing and building the Northparkes float which will lead the parade. This year the Elvis festival was held the 21st through 24th of April and was the 29th year it is has run, celebrating the theme of Speedway. The parade had a great turnout of Elvis themed floats, classic cars, motorbikes and close to 100 employees and their families participating in our speedway float.





# Australian Resources and Energy Association

## In October, the Australian Resources and Energy Association (AREEA) Industry Awards and Gala were held in Brisbane.

The occasion is a prestigious industry event which celebrates national leaders in the resources sector, with organisations across Australia being nominated for excellence relating to workforce initiatives. We were awarded the "Workforce and Workplace Relations Innovation Award", which celebrates initiatives and practices that have directly enhanced the success of the organisation. Northparkes' nomination and award was received for the coordinated effort to re-deploy and re-train our development workforce across surface processing and underground production, following the early completion of E26L1N development this year. Northparkes' Manager, People, Safety and Environment, Stacey Kelly, alongside Manager, Mining (Acting), Sergio Melloni, and Senior Human Resources Advisor, Jane Slaven attended the Industry Awards and Gala, joined by Sumitomo Corporation Mineral Resources General Manager, Romina Bratton. The evening celebrated achievements across the resources and energy sector and acknowledged leading operations for excellence in workforce related areas of the industry. Australian Resources and Energy Employer Association AREEA, previously known as AMMA, have been providing support, representation and leadership to employers across the sector since 1918.



# Production

**In 2022, we produced 5.96 million tonnes of ore from our underground mines, 1.63 million tonnes from our surface crushing and processed 7.60 million tonnes of ore through our ore processing plant, a new record. Our metal recovery results were 82 per cent copper and 67.7 per cent gold.**

New records for mill production of 7.604MTpa were achieved as a result of continuous improvement projects.

The year saw the planned decline of the E48 Block Cave with E26L1N now having replaced E48 as the primary ore source. Planning to extract ore from E26L1N SLC 5 and 6, E31 and E31 Open Pits progressed through the year, as supplementary ore sources to E26L1N in the years to come.

Manager – Ore Processing Mitch Garside said "For 2023, the crushing circuit continues to be our primary focus to achieve production rates, and the team has already identified further opportunities for optimisation."

Scheduled maintenance was completed across site, both underground and on the surface, with multiple shutdowns carried out in line with our preventative maintenance program. Maintaining our assets properly requires planned downtime in order to perform repairs, upgrades and to conduct monitoring activities. Such scheduled maintenance ensures our mine and mill will continue to operate safely and efficiently for many years to come.

## **E26L1N Block cave successful cave establishment and transition into production**

In the first quarter of the year the E26 L1N Block Cave development project was successfully completed, 5 months ahead of schedule. Throughout the year work has continued to successfully and safely managed the early establishment of the cave. Mr Sun (CMOC CEO), in his 2023 'New Year Address' praised the delivery of E26 L1N block cave as; "the first step in NPM's transition to a new development era." This acknowledgement from our CEO highlights the significance of this achievement for Northparkes and CMOC. As we look back on 2022, we are very pleased to observe that; the cave has grown as planned, production has exceeded expectations, and the risk of an airblast event has been expertly controlled. It has been a very successful year and commendable achievement as we celebrate the establishment of our primary block cave mine, E26L1N.





**Northparkes Mines**  
*A century of mining together*



*Im*prov

Our value  
is in being  
better  
tomorrow  
than we are  
today.

# ement





# Parkes Shire Council Australia Day

**Our Environment Team were awarded the 2022 Parkes Shire Australia Day Environmental Award for our work and success at a property called Kakoda. After many years of planning, the Kokoda revegetation was successfully completed in 2021.**

The planting of 18,000 seedlings occurred over two years, across 38 hectares. Northparkes partnered with Skillset, a recruitment company focused on generating employment opportunities through education and skills development for people across regional NSW. In 2021, Northparkes received the Land Works award from Skillset for the project, recognising a partnership that has provided capacity to hire and train local people for the improvement and maintenance of their natural environment. Northparkes are very proud of these achievements and recognises the efforts from both organisations to achieving a highly successful outcome.



# Tailings Storage Facility Operation and Projects

**Construction of tailings storage facilities was in full swing throughout all of 2022, and will continue into 2023. Various works were performed on three of our tailings storage facilities; Estcourt TSF, Rosedale TSF and TSF2.**

The third stage raising of the Estcourt tailings storage facility commenced in 2021 and was completed in July 2022. The raising will provide another eighteen months of tailings storage capacity for the site.

The Rosedale tailings storage facility commenced its third stage raising in during the year and is planned to be complete by August 2023. The third stage of the Rosedale tailings storage facility will add a further eighteen months of tailings storage capacity for the site. Most construction material will be recycled from the waste removed to prepare for the E31 and E31N Open Pit Project. Over 18 km of pipe will be added to the facility to ensure best practice water management.

TSF2 previously reached its end of life. Reshaping works commenced in 2022 as part of closure for the facility. The works involved flattening the facility embankments to restore a more natural and stable landform.





## Improvement

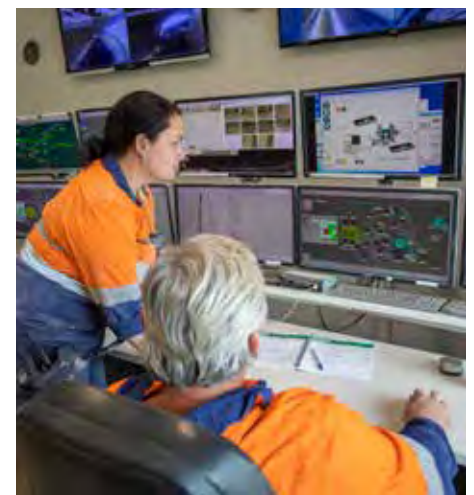
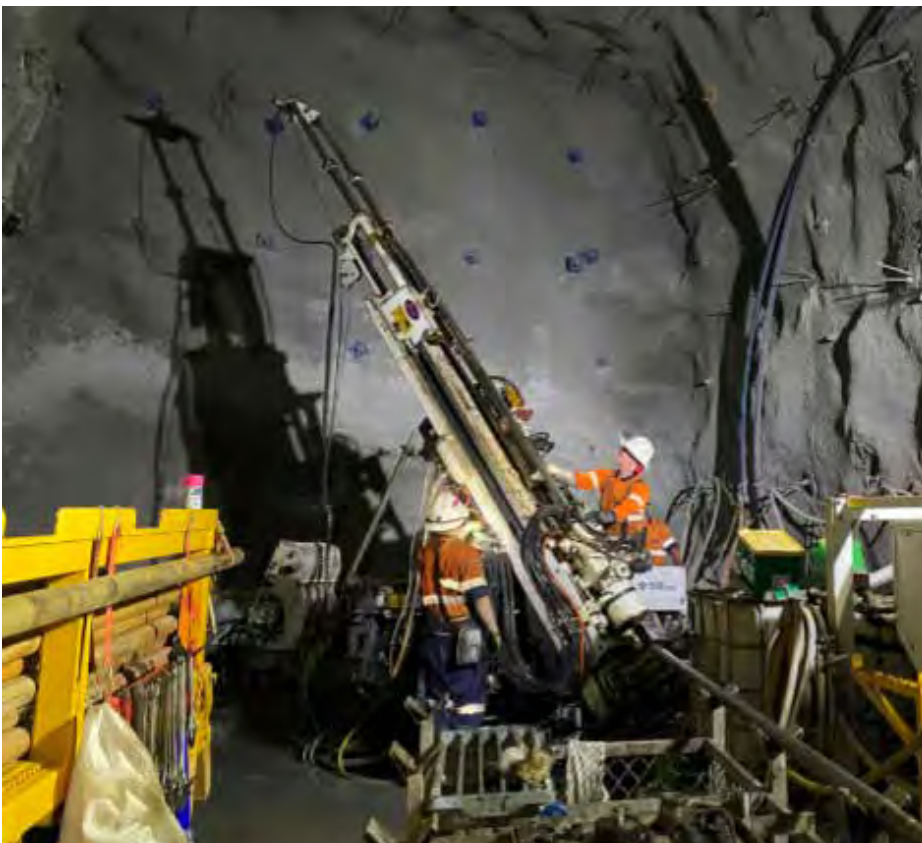
# Life of Mine and Exploration

### **The wet and boggy conditions through winter and spring delayed exploration drilling in 2022, however we continued to actively explore our Mining Leases.**

Less work was able to be achieved on the Exploration Licences, although we did complete desktop reviews and assessments for the northern licence, EL5800 and the area around E44 deposit on EL5323 in preparation for renewed exploration activity in 2023. We also continued to advance evaluation and open pit mining

studies at the E44 deposit. On the Mining Leases, targeted testing of a number of near-surface and deeper prospects was undertaken. In addition, another round of underground infill drilling was completed to further define the copper-gold mineralisation at the MJH zone of E26. 10 holes of depths up to 450m were drilled from two sites located 450-550m below surface around the E26 operation. The resource model for the MJH zone was also updated and an initial order of magnitude study was conducted. A similar preliminary order of magnitude study for the GRP314 Lift 1 mineralisation was completed

in parallel to the work at MJH. Mining studies in these two areas will continue to be progressed. A prefeasibility study for the E22 underground mineralisation was finalised in 2022. The PFS identified block caving as the best mining method to extract the deep E22 orebody. Open pit mining of the E31 and E31N resources was approved by CMOC for commencement in 2023. Waste was mined from E31 in the second half of 2022 for use in the Rosedale Tailings Dam wall construction and preparation for ore production in 2023 is in progress.



# Blasting at E31 zone

**During the year there was blasting and preparation for the E31 and E31N Open Pit, the waste material is being used for Rosedale TSF stage 3 construction. The E31 and E31N Open Pits Project is planned for 2023.**

The investment will be more than \$124M in over 12 months, with production mining scheduled to commence in the first quarter of 2023. These open pit mines will produce approximately 5.6MT of ore with a gold grade of 0.59 g/t, and 0.36% copper, completion is expected in July 2024.

Northparkes first operated open cut mines in 1993 with the ore bodies E22 and E27. The effective open cut operations of the 1990s established Northparkes as a successful copper and gold mine in central west NSW. Recent mining at Northparkes has used the block cave and sub level cave underground mining techniques which suit the majority of ore bodies of our area, however with the E31/E31N ore bodies being closer to the surface, the operations will return to open pit mining to extract the ore.

This project is covered by the current project approvals, licences and permits. The E31/E31N project will be managed by the Northparkes Mining Department, with production mining being undertaken by a mining contractor.





# Achieving 7.6MTpa

### In 2022 Northparkes achieved a new record for mill production of 7.604MTpa.

Our teams have developed an optimisation pathway to achieve the result despite some very challenging circumstances. The critical path for mill throughput was the optimisation of the secondary and tertiary crushing circuit to ensure stable ore supply to the mill stockpiles. One of the main challenges for 2022 was an increase in clay content in the feed, leading to unstable feed conditions and high levels of operating delay in this crushing circuit. This problem was

mostly solved through a number of initiatives, which included the formation of a geometallurgy group to focus on challenges such as the ore blend from the underground mines, an increasing in resourcing in the crushing area to improve housekeeping and response times and capital upgrades to the facility to reduce blockages. Once these initiatives were introduced in March, operating delay in the facility reduced from around 14% to 7%. The other major challenge for the facility which limited throughput to the mill stockpiles was the de-rating of the stockpile feed conveyor (CV008) in response

to high throughput rates outside of the range initially considered. Once a study was completed on this conveyor, the actual throughput limit had to be reduced significantly. The Ore Processing team worked closely with the Asset Management team to stabilise the feed onto the conveyor, improve the power utilisation of the crushers and grinding circuit which contributed to the record throughput. For 2023, the crushing circuit continues to be our critical path for mill throughput, and the team has already identified further opportunities for optimisation.



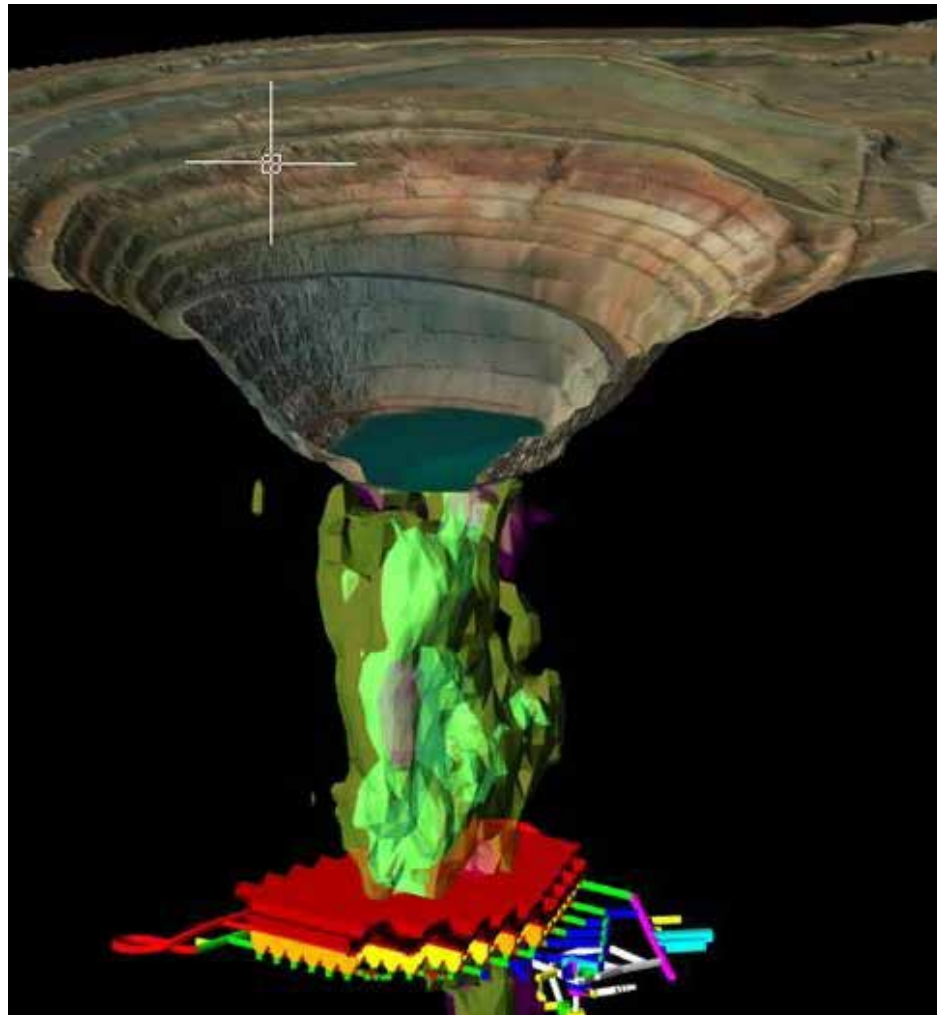
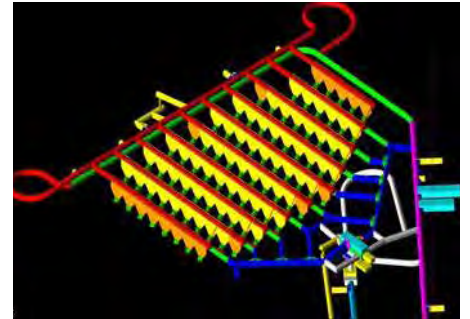


# E22 Block Cave Study Project

**During 2022 we were awarded a grant of \$500,000.00 from the NSW Government's Critical Minerals and High-Tech Metals Activation Fund for the metallurgy component of ongoing studies at the E22 Deposit within our current mining leases. The Critical Minerals and High-Tech Metals Activation Fund was created by NSW Government with the aim of establishing the state as a key producer and processor in the critical metals sector, which includes copper – the major metal mined at our operations. The grant was the result of work by both our Life of Mine and Exploration (LOMEX) and Ore Processing Departments.**

The funds from the grant will be used over the coming year to support metallurgical testing and advance the understanding of the proposed E22 Lift 1 Block Cave Project. The testing completed with the funding will establish the best path for processing ores from underground operations at E22. This is part of a larger Feasibility Study on the E22 Project which aims to confirm this ore source as our next major producing asset for the future.

The fund is an initiative of the Department of Regional NSW and is administered by NSW Mining, Exploration and Geoscience. Success in this round of funding highlights the value in our ongoing commitment to building strong partnerships with Government bodies and regulators, to ensure we continue to mine and contribute to the communities in which we operate.



## Women in Mining

**Throughout the year, we celebrated and participated in several events to champion and develop the skills of women in our industry and community. Highlights from the year included:**

- Women In Mining Network Panel Discussion and Networking hosted by Northparkes
- As a component of the MetFest event, Northparkes hosted a Women in Mining Network panel discussion and breakfast networking event. Featuring three of the 2022 Women in Resources Awards National winners, the panel discussion highlighted challenges, successes and learnings of celebrated women in the resources sector.
- Women @ Work workshop developed by Northparkes
- The first ever "Women @ Work" workshop was held in April. The workshop is designed to encourage increased participation of women in the local workforce and was targeted at those looking to enter the workforce, returning to work after a break or wanting to refresh their resume and interview skills to obtain a better opportunity. Two 2-hour workshops were held throughout the day at 10am and 6pm with feedback suggesting participants took valuable information away that they can use in the future.

Other events and opportunities included:

- Women in Mining NSW Leadership Seminar & Mentoring Program
- International Women's Day
- Sponsored Women in Trade program

**CMOC** | **Northparkes**

### Women @ Work

A free workshop for all women from Parkes, Forbes and surrounding areas aimed at:

- Providing practical job search and applications skills including resumes, cover letters, interview tips and more.
- Confidence building topics to help you at work.
- Insights into feedback and how to use this to your advantage.

This workshop is targeted at women looking to enter the workforce, returning to work after a break or those wanting to refresh these skills.

## Thursday 28th April

Workshop one 10am – 12pm  
Workshop two 6pm – 8 pm

All the Parkes Shire Murrumbidgee Makerspace Studio. Drinks and snacks provided. Subs and kids welcome, there will be a kids craft corner.

Register your interest



**Northparkes Mines**  
*A century of mining together*





# Community Investment Programs

## Northparkes two rounds of Community Investment Program per year, with a total of \$50,000 awarded to successful applicants each round.

Our partners Triple Flag who we have a gold streaming agreement with contribute \$10,000 to the total for each round which is a fantastic support for our local communities. We support initiatives which contribute to the Parkes and Forbes local government areas in the following categories: economic development, culture and recreation, education and youth, environment and health. Since its inception, over \$910,000 has been invested in the Parkes and Forbes Shires. The successful applicants for round one included:

- Wires
- Tullamore Central School
- Forbes Netball Association
- CWA of NSW Central Western Group
- Western Access Program
- PCYC Parkes
- Parkes Community Arts Inc.
- Peak Hill Rugby Football Club
- Forbes Dragon Boat Club Inc.
- Cellar Crows Hockey Club
- Peak Hill Preschool
- Paint The Town Red REaD
- Parkes High School Breakfast Club
- Bogan Gate Recreation reserve
- Parkes Painting Group
- Calarie Recreation Reserve Trust

- The successful applicants for round two included:
- Adavale Lane Community Centre
- Bogan Gate Village Fair
- Central West Lachlan Landcare Inc
- Forbes Childcare Centre Inc
- Forbes Junior Rugby League
- Havannah House
- Parkes Multicultural Art Group
- Parkes Painting Group
- Parkes Pistol Club inc
- Parkes Railway Bowling Club
- Parkes Shire Food Service Inc
- Peak Hill Golf Club Inc
- Rotary Club of Forbes Ipomoea
- Trundle Central School
- Parkes and District Kennel Club Inc
- Forbes Rugby Union Club
- Parkes Spaceman

The Community Investment Program has an independent committee, made up of local community members of Parkes and Forbes to review the applications and allocate the available funding.

To achieve our vision of 'A century of mining together', we invest in the future of our community through meaningful partnerships. The Sports Grants Program in association with Parkes Shire Council, which is now in its seventh year, continued in 2022. We recognise how vital sports are to our local community, sponsoring the Sports Grants Program is one way we contribute to some of the teams and clubs that keep Parkes Shire healthy and happy. This program is a joint initiative with ParkesShire Council and offers \$30,000 funding to projects that promotes participation in sport or improve sporting facilities. The first round of funding for successful applicants were:

- Parkes Sporting Shooters Association of Australia – to fit covers over the top of the 25m shooting frames so no bullet could go over the 8m stop butt (mound)
- Peak Hill Bowling Club – to Replace worn out shade cloth and worn-out plinths in the ditches around the bowling greens
- Parkes and District Amateur Soccer Club – to erect a goal backstop fencing behind current practice goals at Parker/Stone Field
- Parkes Marist Junior Rugby League – to purchase the latest training equipment
- Trundle Amateur Swimming Club – to purchase training equipment for members and the wider community

## Northparkes Mines

### A century of mining together

- The second round of funding for successful applicants were:
- Parkes Touch Association Inc – to purchase referee uniforms, whistle and conduct a referee training course
- Parkes Australian Football Club Inc – to purchase 2 x Steelbuilt cupboards to store goods and football equipment
- Parkes and District Kennel Club Inc. - to install fencing for competition ring number 2
- Trundle Showground Trust – to supply and replace synthetic grass on concrete pitch at Trundle Showground
- Currajong Disability Services – to fund an all-abilities swimming carnival
- Parkes and District Netball Association – to purchase 2 printed gazebos for sheltering representative teams at local competitions
- Parkes Early Childhood Centre Inc – to purchase of various trikes and scooters for use by kids registered at PECC
- Parkes Little Athletics Club – to purchase of various athletics sporting equipment and equipment trolleys
- Parkes Masters Games – to develop a new sporting event - the Parkes Masters Games



## Improvement

# Project Sprouts Sponsorship

**In November we celebrated the official announcement of a three-year sponsorship agreement with Parkes Early Intervention Project – Project Sprouts.**

Project Sprouts is a Parkes Shire community-led initiative that has been developed to enable screening of all pre-school students within the local shire, before they start school.

Additionally, Project Sprouts provides a referral service which links families and educators to suitable service providers, enabling children across our local communities to have best possible support to start their education, and the opportunity for improved development outcomes. Being a residential mine, with our workers and their families living in the towns surrounding our operation, the establishment and continuation of health support is a priority need for our community.

The \$60,000 annual sponsorship will provide funding for the Project Sprouts Coordinator position, which facilitates the program and supports the families to receive the support they need.





# Frontline Ball

**The last several years have been incredibly challenging; our region has seen drought, storm, fire and now we are recovering from one of the most disastrous floods – all in the aftermath of COVID-19.**

Our emergency service groups have been working tirelessly to keep our communities safe, and ensure our operations and people can continue to thrive. In August, Northparkes sponsored a black-tie fundraising event, the Frontline Ball. The fundraising effort was initiated by Northparkes in response to the COVID-19 pandemic, which put extreme pressure on our emergency services and highlighted the daily challenges faced by our services. We wanted to acknowledge our local emergency services and celebrate their success, and provide an opportunity for our community to share in the occasion. The event, co-hosted with the Parkes Police Youth Citizens Club (PCYC) was an extreme success, raising a total of \$64,734.

Northparkes was the major sponsor for the 2022 event, contributing \$50,000 towards the meals, venue hire and entertainment. The goal for 2022 Frontline Ball was to raise at least \$40,000 and sell 400 tickets. The total funds raised were from ticket sales, cash donations, raffles and auctions and the support from our local businesses and community service groups was exceptional which saw the fundraising goal exceeded.

The funds raised have been used towards the purchase of:

- Automated Chest Compression Machine for Lachlan Health Service,
- Defibrillators for Parkes and Forbes Police district vehicles,
- Boxing room for the Parkes PCYC youth program, and
- Trailer for the local State Emergency Services (SES)

The Frontline Ball was coordinated by a working party which included representatives from Northparkes, PCYC, the emergency service groups, local government representatives and external consultants. The working group members are:

- Stacey Kelly Northparkes Mines – Manager People, Safety, Environment
- Gabe Albert, Northparkes Mines – Superintendent Logistics and Sales
- Nat Simpson, Northparkes Mines - Snr Operations Resources Officer

- Chloe Henderson, Northparkes Mines - Health and Safety Officer
- Katie Suber, Northparkes Mines – Finance Superintendent
- Wayne Sargent, Northparkes Mines – Emergency Response Advisor
- Kayleen Hills, Parkes PCYC – Club Manager Parkes
- Scott Rayner, Chief Inspector, OIC Parkes, Central West Police District
- Stuart Milne, Sergeant Parkes Police – Central West Police District
- Rach Ellem - Health Services Manager (Lachlan Health Service)
- Jonathan Clark and David Neal - Eighth Mile Consulting, Directors
- Belinda McCorkell - Parkes Business Chamber
- Jeff Field Parkes SES - Unit Commander

The Frontline Ball was held at the Parkes Leagues Club on the 20th of August 2022 and hosted 415 attendees, raising a total of \$64,734.



# Lifeball

We value  
the potential  
in everyone.

# ance





# Town Office

During the first half of the year we officially opened our Parkes Town Office. The new facility is located at 39 Currajong Street, and is designed to provide an additional option for our employees to work flexibly. The space has 8 hot desks in an open style setting, two meeting rooms and additional office space.



# Volunteering and Community Projects

## In 2022, we continued to support the local community through our Volunteer Leave Program.

The award winning program was implemented in 2013, with the principle that the best contribution to our community could be made by our people. Throughout 2022 our employees volunteered their time towards the following projects across the Central West:

- Parkes Agricultural Show
- Peak Hill Agricultural Show
- Trundle Bush Tucker Day
- NAIDOC day celebrations
- Peak Hill Boori Christmas Party
- Forbes High Horticultural Pathways Program construction
- Eco Day
- Bird Next Box building at Forbes North Public School
- Adavale Hall Mural Painting
- TAFE NSW 'Try a Trade' Day
- STEM programs at local schools
- Judging Cooks Myall Wheat Crop competition





# Flexibility at Northparkes

## In 2022 we successfully trialled our first operational job share arrangement in the ore processing department.

This arrangement included 2 operators joining together to complete one full time role. The individual rosters were decided on by the employees participating in the job share with one employee choosing night shift only and the other choosing dayshift. This flexibility meant that we could keep experienced operators within the workplace and provide opportunities for new employees wanting to join the mining industry. At the end of 2022 it was decided by both participants that they would like to continue with the job share arrangement which is a big win!

Meet Megan Hayward, our Systems Specialist, and hear how flexibility at Northparkes is working for her "I've been working at Northparkes Mines since 2015. I moved to Parkes from Sydney with my husband, and welcomed one son Benjamin in 2018 and another, Levi in 2021. I have accessed the parental leave program twice, taking 12 months off each time. I still felt part of the team, being invited to team planning days, offsite events and being able to bring my baby along. My return to work has been well



supported each time, and within a few months of returning each time I have been promoted to a role with more responsibility and technical challenges. I have been able to work flexibly, currently I am working 3 days a week, with one day from home and 2 days from the town office. I head out to site a couple of times a month.

Working in the town office is great. I'm always bumping into new people I haven't met before, and it creates great connections across teams and departments. It's very convenient as I live out of town on a large property, and not having to spend more time driving out to site 3 days a week means I can work more. It also helps to appreciate going to site and making the most of chatting to people face to face! My boss and whole team have been extremely supportive, I know

that I am not alone, there are many other parents in our team who are understanding. I have great autonomy in my work, which lets me schedule working days and times that suit my family. I can take time away to visit my 4 year old's preschool and participate in the read aloud group a few times a year."

## 9-day Fortnight Trial

**Northparkes has been an avid supporter of flexible working arrangements for several years.**

Commencing July 2022 Monday – Friday non-shift working employees were invited to participate in a 9-Day Fortnight Roster. Enabling employees, the opportunity to arrange for either a Monday or Friday rostered day off.

The exciting initiative is one example of the ways Northparkes is exploring ways of working to be agile in a strong market and be able to support our people through the rapid changes occurring across the broader working environment.

**In August 2021, Northparkes shift workers moved from a 'sporties' shift roster pattern of 4 days / 7 off / nights / 3 off / 3 days / 1 off / 3 nights / 3 off, to a 7on / 7 off day and night shift roster pattern. This was done as part of a suite of site controls to manage COVID 19.**

To consult with the workforce on the impact of this change and to gather information to inform decisions on longer term rosters suitable for these workgroups, over several months team members working shift were invited to complete a short survey. Based on preferences identified in this survey the 7 on / 7 off shift roster pattern was adopted by operational employees longer time, alongside a handful of other shift roster which complement our operations and business need.

**For more information, please visit [www.parkes.nsw.gov.au](http://www.parkes.nsw.gov.au).**



# Our contribution

**2022 Northparkes contributed \$71.2M to the Central West through salaries, sponsorships, government dues and payments to local businesses.**

## Employees by town of residence 2022

Parkes	281
Forbes	52
Orange	13
Peak Hill	12
Dubbo	8
Trundle	5
Condobolin	5
Bogan Gate	4
Other	44
<b>Total</b>	<b>424</b>

## Local government payments

**\$572,986.32** – contributions (Life Education, Aboriginal Project Officer, Road Maintenance Contribution, Diversification Contribution)

**\$4,191,915.50** – Site freshwater consumption (payment to PSC)

**\$53,036.50** – council water rates for NPM owned properties

**\$25,832.49** – Forbes council rates for NPM owned properties

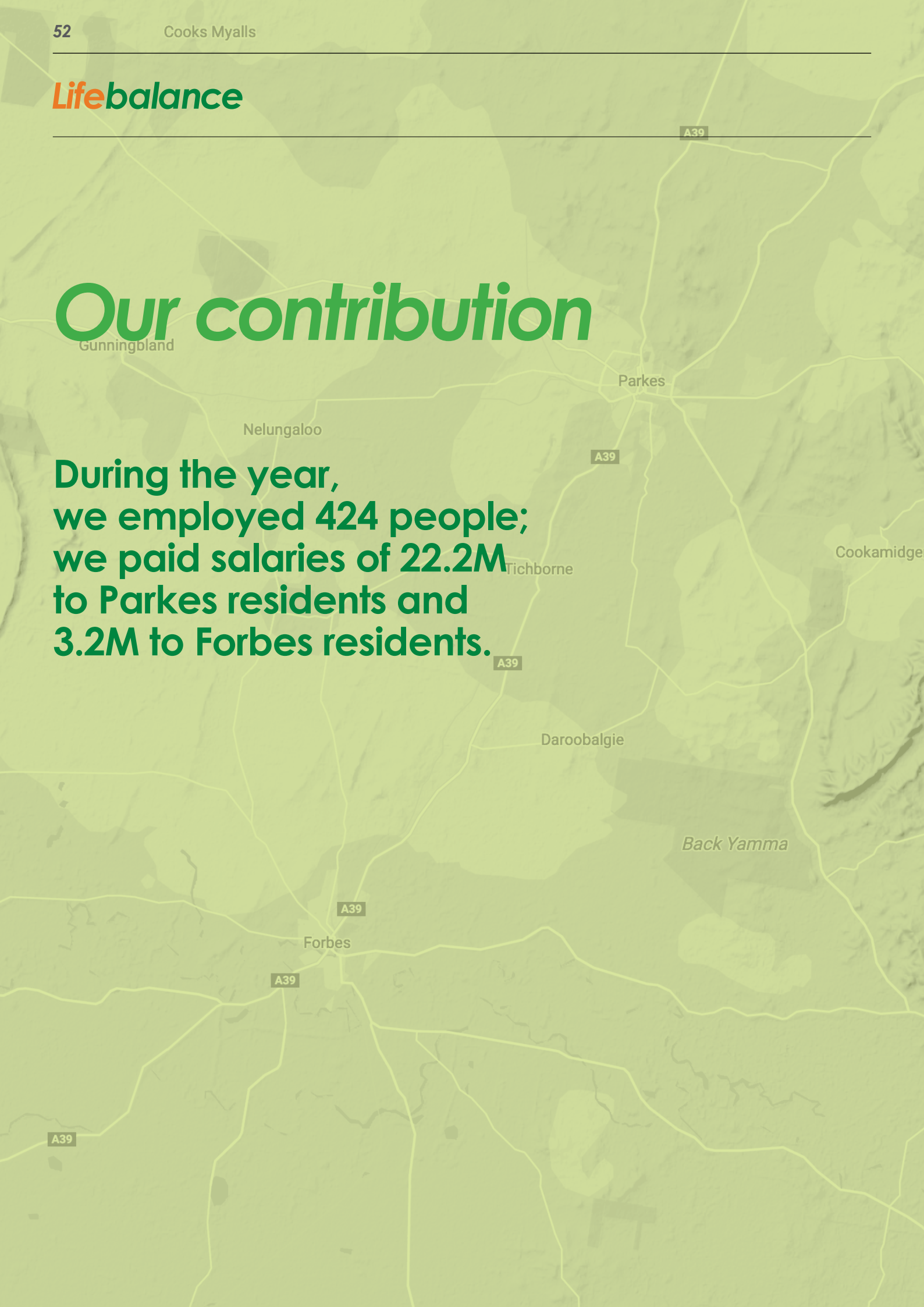
**\$1,601,408.58** – council rates for NPM owned properties

## Suppliers of goods and services

	\$
Parkes	24,968,067.24
Orange	10,742,228.15
Bathurst	1,607,876.53
Mudgee	932,776.77
Forbes	1,067,124.36
Dubbo	4,451,547.43
Condobolin	68,887.179
Canowindra	970.4
Peak Hill	79,370
Cowra	–
Molong	236,935.92
Narromine	–
Trundle	–
<b>Total</b>	<b>44,155,783.98</b>

# Our contribution

During the year,  
we employed 424 people;  
we paid salaries of 22.2M  
to Parkes residents and  
3.2M to Forbes residents.



# Zero*harm*

Our journey towards Zero Harm Operations is a relentless focus across our entire sphere of operation: our people, our community, our environment and our equipment. We believe this approach is why we have been successful for over two decades, and sets us up for further decades to come. Our vision for our business is for A century of mining together.

Thank you for your interest in Northparkes Mines.



*Northparkes Mines*  
*A century of mining together*

**CMOC-Northparkes Mines**

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[www.facebook.com/northparkes](https://www.facebook.com/northparkes)