

Karara Iron Ore Project
Indigenous Employment and Economic Development Policy

This Policy applies to all Karara Mining Limited controlled activities, including the activities of Karara Mining Limited's contractors undertaken for Karara Mining Limited.

Karara Mining Limited is committed to the employment of appropriately qualified indigenous people, indigenous economic development and to the preservation of Indigenous culture, heritage and traditions in the Mid-West region.

Karara Mining Limited will and, in undertaking activities for Karara Mining Limited, its contractors must:

1. Adopt proactive policies as to:
 - training and employment of indigenous people;
 - promoting indigenous economic development, including appropriate opportunities available through:
 - Indigenous Economic Support Scheme of the Western Australian Government; and
 - Indigenous Employment Program and Indigenous business development initiatives of the Australian Government;
 - preserving and respecting local indigenous culture, heritage; and traditions; and
 - increasing employees' understanding and knowledge of relevant indigenous culture, heritage and traditions.
2. As to activities requiring skilled labour and which enhance opportunities for future employment in mining or related industries, demonstrate a commitment to:
 - training indigenous people; and
 - deployment of suitably trained indigenous people.
3. Develop and promote training, employment and economic development opportunities available to indigenous people through;
 - the Indigenous Economic Support Scheme of the Western Australian Government;
 - the Indigenous Employment Program and Indigenous business development initiatives of the Australian Government;
 - relationships with local communities,
 - advertising opportunities in Mid-West based local newspapers, and
 - notifying employment and recruitment agencies servicing the Mid-West region.

4. Give companies and groups which implement training, employment or economic development opportunities for indigenous people in the Mid-West region the opportunity to quote and, subject to competitive tendering processes, to perform work for which they have appropriate experience and capability.

Contractors wishing to obtain further general information on indigenous employment and working with indigenous communities may refer to the following online resources:

Indigenous Economic Support Scheme, Aboriginal Economic Development Division,
Department of Commerce, Western Australia
http://www.commerce.wa.gov.au/scienceinnovation/Content/Aboriginal_Business/index.html

Indigenous Business Australia
<http://www.iba.gov.au/>

Indigenous Employment Program and Indigenous Business Development Initiatives,
Australian Government
<http://www.workplace.gov.au/workplace/Programmes/IndigenousProgs/>

Indigenous Employment in the Australian Minerals Industry
http://www.csrn.uq.edu.au/docs/CSRM%20Report_FINAL%20TO%20PRINTsingles.pdf

Working with Indigenous Communities:
<http://www.ret.gov.au/resources/Documents/LPSDP/LPSDP-IndigenousCommunitiesHandbook.pdf>