

Social Performance

Workplace

Health & Safety

The improvement in safety performance in 2004 was achieved by reinforcing health and safety leadership and implementing health and safety improvements throughout the business.

The Health and Safety Leadership Team (HSLT) was established in late 2003, chaired by Managing Director Brendan Hammond and comprising the General Manager Team and health and safety professionals. The HSLT meets monthly to review leading and lagging safety indicators, develop strategies and monitor progress in implementation of those strategies. In early 2004 the HSLT developed a detailed strategic health and safety plan for the business.

The Health and Safety Strategic Plan included a major project to improve the contractor management process, looking at all the steps in the contracting process from tendering, mobilisation and operational management through to review and improvement.

The HSLT has provided a foundation for a clear change in approach and has increased the health and safety performance against key metrics. The HSLT has promoted an increased focus on individual health and safety behaviour across all levels of the business and increased capability of the Argyle Leadership Team to drive health and safety issues.

The Health and Safety Leadership Team reviewed the Health and Safety Management System framework leading to the development of 15 high-level elements clearly articulating Argyle's values and expectations, particularly targeted for leadership.

Health and leadership training was run with 130 Argyle leaders being trained over a two-day course.

2004 also saw the implementation of the Rio Tinto health standards, covering every aspect of health within the business. Another significant improvement initiative was the development and implementation of an enterprise-wide risk management program that enables Argyle to better understand its risks and the measures needed to mitigate them.

A four-fold increase in the reporting of near hits and hazards contributed toward an overall improvement in safety. Safety observations were also increased significantly with the focus resulting in over 1400 being completed in December 2004 compared to 100 in January 2004.

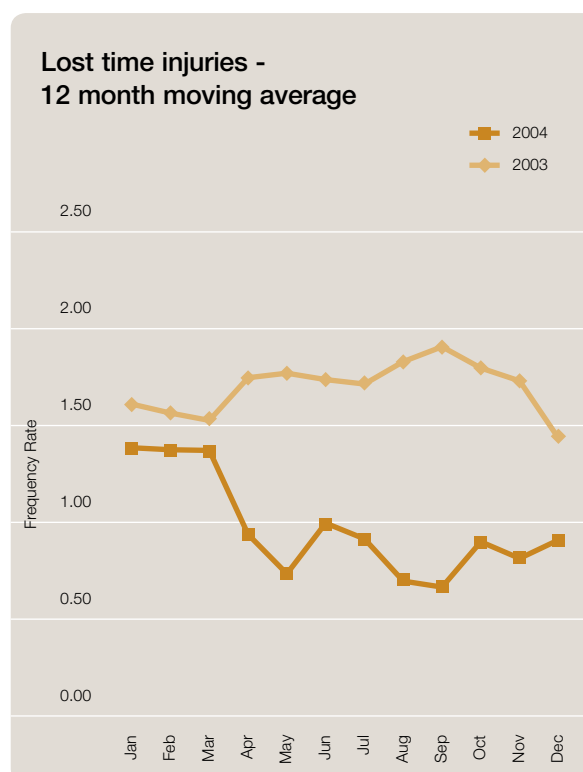
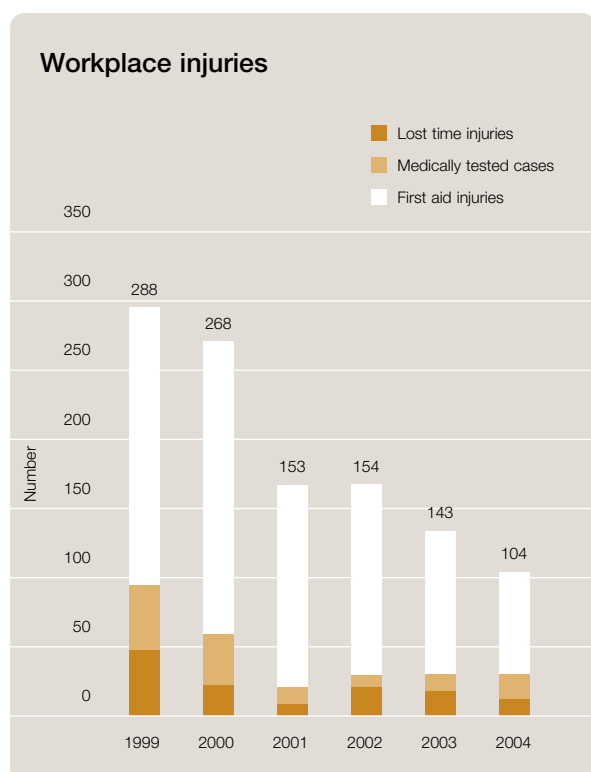


Injury & Illness

The 104 workplace injuries recorded in 2004 were well below previous years and a 36% reduction on 2003. The reduction in lost time injuries was attributed to an overall reduction in injuries while also resulting from a reduction in the consequence of some of those injuries. The increase in medical treatment injuries is attributed to a reduced consequence of some injuries. The four year trend indicates a reduction in safety performance which we wish to continue into 2005.

Fatality

In 2004 the Department of Industry and Resources (DOIR) filed a complaint against Argyle. It alleged that, under the Mines Safety and Inspection Act, Argyle should have ensured a windrow was built behind the broken-down truck that rolled down a ramp causing the 2003 fatality. The accident occurred notwithstanding comprehensive procedures in place at the time. These procedures were regularly reviewed and updated prior to the accident and were revised immediately following the incident. Support of the family by Argyle and employees was given a very high priority. The findings will be delivered in 2005.



Plans for 2005

The HSLT will further drive sustainable health and safety business performance with:

- A further emphasis on health and safety leadership across all areas of the business, including contracting.
- Increased risk awareness across the business.
- The full implementation of the positive attitude safety system (PASS) which aims to increase the emphasis on working safely from the commencement of a shift.

2005 will see a major initiative towards ensuring the physical capability of the workforce which will involve pre-employment and periodic medical assessment of workers to ensure that they can physically undertake their roles without risk of injury.

The Healthy Lifestyle program will continue into 2005, including pre-shift stretching and warm-up exercises and a range of activities from the Healthy Lifestyle team to drive a more fit and active workforce.

Targets for 2005 are:

- 87 total injuries
- 9 occupational illnesses
- 20% reduction in exposure to excessive noise



Emergency Preparedness and Response

During 2004 there was a total of 53 recorded callouts for the Emergency Response Team (ERT). Of these, 19 were for real events and 34 were for false alarms.

In 2004 Resource Protection Group (RPG) appointed a second Emergency Services Coordinator in response to ever-increasing workplace demands.

Argyle Diamonds hosted the 2004 Northern Territory Mine Rescue Competition at the mine site and in Kununurra. The event was hailed as a huge success from the point of view of the participants, the organisation and Argyle's Emergency Response Team. The Argyle Team won 11 of the available 13 categories and came second in the other two. The wins included Best Team Captain, Best Team Medic and Best Individual.

A full scale Disaster Management and Recovery (DMR) exercise was conducted in October 2004 involving both mine site and Perth office staff. The scenario involved an underground explosion and fire and several bomb threats. The response and coordination from the DMR teams at both locations was excellent, with largely positive feedback from the coordinators. Several relatively minor issues were highlighted that need to be addressed by the appropriate parties.



Number of Employees

Argyle employed a workforce of 804 people at the end of 2004. Workforce numbers in 2005 are expected to be at similar levels.

Leadership Development

In 2003 the Management Leadership Program (MLP) was run across the entire business. In 2004 a Management Leadership Induction Program was developed and run every eight weeks to capture all new employees.

The next stage of MLP will provide opportunities to apply management and leadership theory within their natural work groups.

Complementing the Managerial Leadership Program, the Front Line Management Program was introduced in 2004, aimed at enhancing skill levels for all front line leaders and potential future leaders.

In 2004, Argyle put the majority of its Senior Leadership Team through the Rio Tinto Business Leadership Development Program (BLDP), a two-week in-house intensive leadership program that enhances skills for coping with the changing and strategic nature of business. In 2005 the Operational Leadership Development Program will be offered to level II employees within Argyle who show significant potential.

Graduate Recruitment Program

In 2004 Argyle instigated a greatly enhanced Graduate Recruitment Program that is expected to bear fruit from 2005 onwards. A rapid increase in graduate intake at Argyle is expected from a current average of one per year to an estimated nine graduates in 2005.

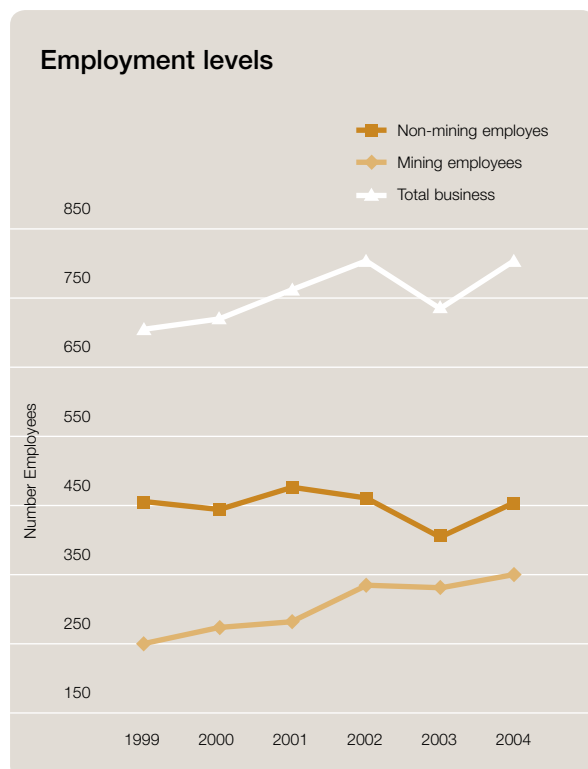
Through this program, Argyle is taking a longer-term strategic approach to shortages in the labour market, particularly in the areas where it has the most difficulty recruiting people. The Graduate Recruitment Program is targeted at, but not restricted to, graduates in mining engineering, surveying, geosciences and mechanical engineering.

Succession Planning

A formal succession planning program commenced at Argyle during 2004 which assesses the future of particular roles within the organisation, the future of employees filling those roles, and the action plans required in the event of an unexpected departure.

Such programs are critical from both a workforce planning and career management perspective, to ensure employees' potential capabilities are recognised and proactively managed.

The programs have initially focussed on level II, III and IV roles with the aim of including level I roles in 2005.





Staff Turnover

Staff turnover in 2004 reflected similar levels to previous years despite a very demanding labour market and uncertainty regarding the future underground business.

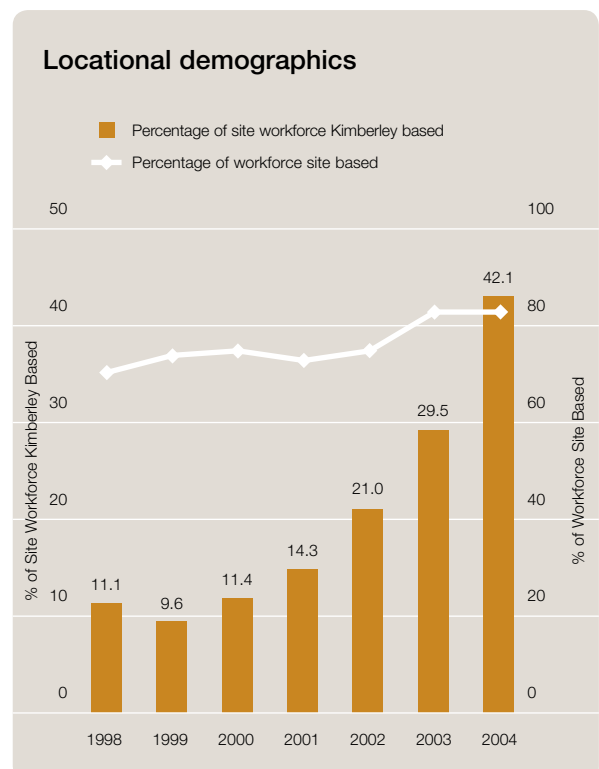
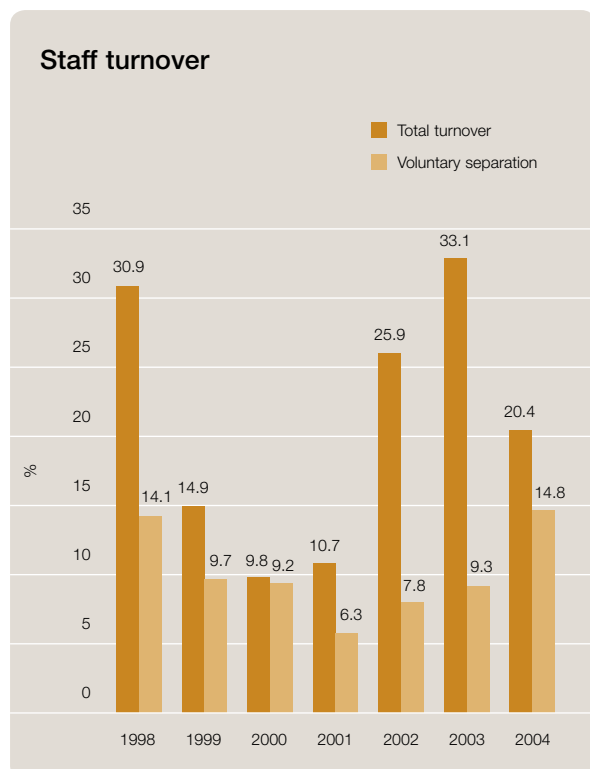
Argyle's challenge to be the employer of choice in such a competitive labour market requires a best practice approach to career management, leadership and employee relations. It must identify opportunities for employees to be involved in challenging and interesting work that, wherever possible, enhances their lifestyle.

Argyle's commitment to creating enduring assets for the East Kimberley region, well beyond the life of the mine, is also positioning the organisation as an employer of choice.

Distribution of the Workforce

There were no significant changes in 2004 in the percentage of the workforce that work at the mine site. However, the percentage of mine site employees who reside in the East Kimberley region rose significantly, from 29.5% to 42.1%, reflecting a deliberate policy by Argyle to localise its mine site workforce. Approximately half of the Kimberley resident workforce are Aboriginal people, which reflects the local demographics of the East Kimberley region.

Argyle has set a target of 80% of the mine site workforce being Kimberley based by the commencement of an underground operation. The target is that half of the local workforce will be Aboriginal people, again reflecting the demographics of the East Kimberley region.





Localisation

In 2004 Argyle embarked on the first phase of its transition strategy for building a localised workforce, including the resolution of employment arrangements, accommodation policies and relocation policies for East Kimberley based staff.

Stage two of the transition strategy will commence in 2005 including the finalisation of future business structures and roles. This will include clarifying options for the existing employees when their roles are no longer required and identifying ongoing workforce training needs, based on the skill mix of the remaining employees.

Single point accountability for leaders and the additional commute project

Most of the site managers are now based in the East Kimberley as a result of Argyle's localisation policy. For those site leadership roles still based in Perth, there has been a long-term issue with the commute roster and back-to-back leadership roles maintaining consistency and clarity of direction to the broader work group. The commute arrangements have meant that over a month, the role will be shared on a back-to-back arrangement between two leaders. None of the previous commute structures have allowed a Monday to Friday role for site leadership positions commuting from Perth, even though Perth based leaders have been pushing for single point accountability for some time.

An additional commute flight was negotiated in 2004 and will commence in early 2005. This means that Perth-based site leadership roles will then work as a single point of accountability rather than as a back-to-back roster. This has a flow-on benefit of providing additional commercial flights to the East Kimberley region through Kununurra.

Equal Opportunity

Argyle again received a positive report from the EEO Commission in 2004, particularly in the area of female and Aboriginal employment.



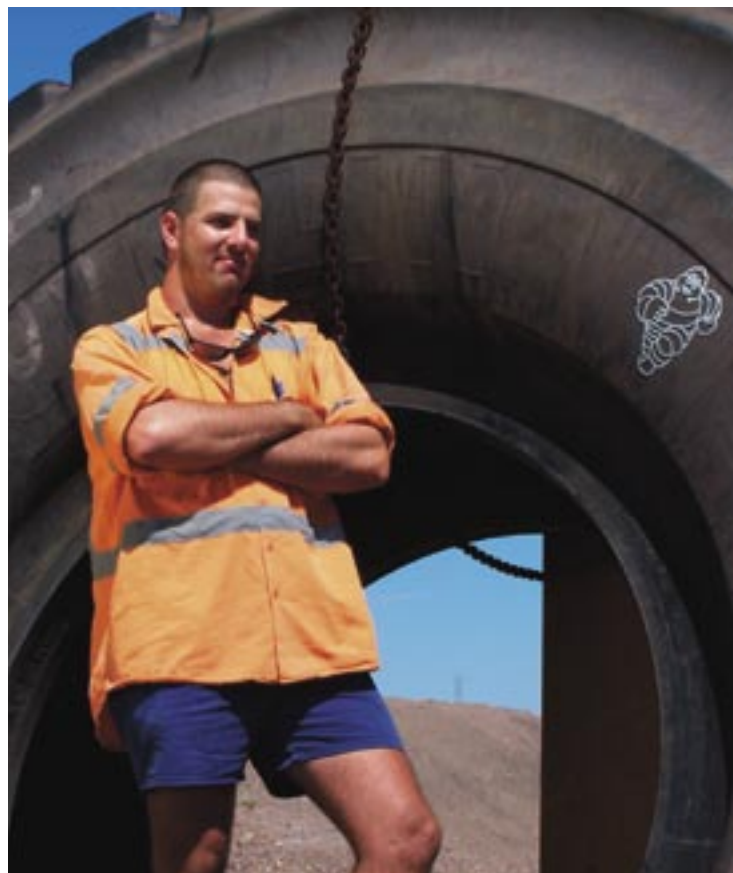
Employee Wellbeing Programs

Injury Management and Rehabilitation

An increased focus on safety in 2004 saw a reduction in the number of new workers compensation cases, from 28 in 2003 to 22 in 2004. Argyle also runs a Healthy Lifestyle Program designed to encourage employees to take responsibility for their health and fitness and to provide education on a range of health topics including:

- Hydration
- Nutrition
- Diabetes
- Stress reduction
- Heart health
- Cancer
- Soft tissue injury prevention

2004 saw the expansion of this project from the mine site to include the Perth office. A gymnasium was opened at the Perth office in October 2004 and fitness classes are run several times a week.



Employee Assistance Program

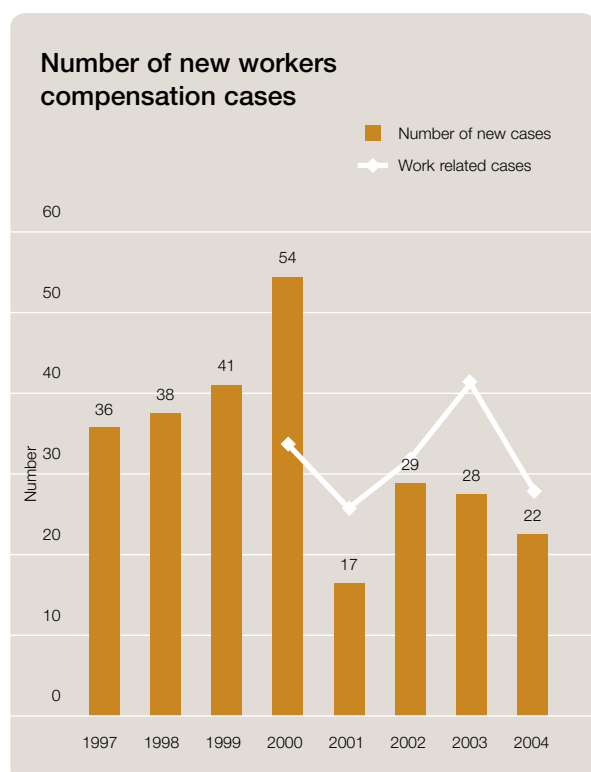
The Argyle Diamonds Employee Assistance Program enables employees to seek external advice and support on both work and non-work related issues. The program is a confidential service operated by a company external to Argyle.

The Employee Assistance Program is now offered to East Kimberley based employees through the Perth provider, who either flies up personnel to deliver the assistance or does so through its relationship with a local service provider.

Fair Treatment Policy

The Fair Treatment Policy aims to promote the internal resolution of issues via direct discussions between the individuals involved in the shortest timeframe possible. Its purpose is to:

- Assist employees understand their rights and obligations when they believe they have been subject to an unfair decision or treatment.
- Outline the process by which employees seek resolution when they believe they have been subject to an unfair decision or treatment.





The resolution process initiates with the matter being heard and responded to at the lowest appropriate level in the organisation. If the matter remains unresolved, the employee can then take it to the next level in the hierarchy to be considered and responded to. The policy enables the employee to take the matter to each successive level of the hierarchy until it is resolved, with external arbitration being the final step if the matter cannot be resolved within the business.

In 2004, there were two Fair Treatment cases requiring arbitration, both of which were resolved by the end of the year.

Speak Out

Speak Out provides all Argyle employees and contractors with a confidential and independent means of reporting issues and communicating ideas. It has been developed to ensure that issues that could give cause for concern can be addressed in a confidential and timely manner.

Speak Out works by providing a toll free telephone number that is connected to an independent third party operator. The caller is given the opportunity to provide full details of the issue that is of concern. A written note containing these details is then provided to a senior designated Argyle manager. The designated managers, having received the details of your call, will take an appropriate course of action and report back to the independent operator. At any time, the caller can track the progress of the report by contacting the operator, or by arrangement, the designated senior manager

Speak Out was used on several occasions in 2004, and by the end of the year there were no outstanding cases.



Community Development



Introduction

Argyle's community development efforts are focussed on leaving a healthier, wealthier and stronger community at the end of the mine's closure. The organisation's strategic approach to maximising its value to the people of the East Kimberley over the remaining life of the mine is to conscientiously use both its own resources (its spending, employment, expertise etc) and its influence as a major player in the region to build a robust economy and community. The central theme of the strategy is to forge partnerships in the region to build capacity in a range of organisations and businesses. This capacity will be a positive legacy that will continue to build the strength of the region after Argyle's departure.

Argyle's strategic approach to community investment is aimed at directly supporting activities that improve the life of communities - making towns better places to live in, building community leadership, supporting local cultural events and improving education and health delivery. It also supports 'pilot' projects to look for better approaches to local issues. These may be

alternative approaches to education, business support or health. While these aren't directly related to the Argyle operation, Argyle is in the position to catalyse change through these activities. The 'pilot' activities that Argyle supports address areas where quantum change is needed and entrepreneurial leadership is the missing element.

The partnership approach promotes local leadership and control. It combines the best that Argyle can bring to the region and the best that the region can do for itself. It provides for long-life programs and sharing of resources. It also provides scaffolding for expanding these partnerships to incorporate governments and other industrial partners.

There is strong community support for Argyle to use its partnership capacity to address the impacts of welfare dependency - both the exclusion of Aboriginal people from the active regional economy and the passivity that welfare dependency has instilled in recipients.



Pathways to Employment



East Kimberley Aboriginal people are grossly underrepresented in the mainstream workforce with employment, excluding Community Development Employment Programs (CDEP), at 16%. Argyle recognises that providing local employment and training opportunities is the most profound and enduring way that it can help strengthen the East Kimberley. The organisation also recognises that there are a range of impediments to Aboriginal people gaining employment and has therefore focussed its efforts on creating partnerships that will help to address these impediments.

Health

The Warmun Diabetes Program is a partnership between Unity of First People of Australia, Warmun Community Council, Argyle, the State Government and other partners. The program commenced in 2004 and will continue in 2005. As described in the 'Our Stories' section of this document, the program addresses diabetes education in the region.

Yachad Accelerated Learning Program

Argyle and other Rio Tinto business units have been instrumental in introducing a pilot educational program to Australia, which the Halls Creek District High School will trial in the East Kimberley. Other partners include Commonwealth and State Government departments, the business community, philanthropists and universities.

The Yachad Accelerated Learning Project is based on education models from Israel that have been very successful in addressing similar problems to those identified amongst Aboriginal students left behind by the regular school system. The program uses accelerated learning principles to lift the lower performing students up to and beyond acceptable levels of performance.

Halls Creek District High School will host Jonathon and Liat Ventura of Israel for a 10-week period in 2005, to train staff to deliver the program to primary and secondary students. Halls Creek was chosen as a pilot location as it incorporates all the necessary elements for the project to succeed, including staff enthusiasm, school flexibility and the willingness by the whole school community to embrace a new way of thinking.

The project will also be run in Shepparton, Victoria and Aurukun, Queensland over a three-year period.

Follow The Dream Program at Kununurra District High School

The Follow The Dream project at Kununurra District High School (KDHS) is a partnership between students, their families, KDHS, the Graham (Polly) Farmer Foundation, the WA Department of Education and Training, Commonwealth Department of Education, Science and Training, Rio Tinto WA Future Fund and Argyle that provides recognition and support for potential young leaders while still at school.

The program aims to ensure students with strong potential have every opportunity to succeed in their school years, by providing them with quiet places in which to study, access to computers, tutoring, leadership development camps and career planning. Twenty students participated in the Follow the Dream program in 2004, chosen on the basis of their individual potential and commitment to their own success.

Young Women's Leadership Camp

In 2004 Argyle again hosted the Garnduwa Young Women's Leadership Camp. This program is an example of harnessing the successes inside Argyle - the women who work there - to inspire young women to take control of their lives and be strong leaders in their communities. It targets secondary students aged between 13 and 17 years from across the Kimberley region. It is a partnership between the Rio Tinto WA Future Fund, Argyle Diamonds and the Garnduwa Aboriginal Corporation.

This program builds young women as leaders by exposing them to positive role models, giving them insights into educational opportunities and careers and helping them to build a solid network of strong young women throughout the region who can support each other.



Police Rangers Camp

Argyle again provided facilities for the Police Rangers Camp, an annual event run in conjunction with the WA Police Department and the Kununurra District High School that is designed to increase self-esteem and leadership amongst young men. As part of the camp experience, cadets participate in a range of activities on and around the Argyle mine site, exposing them to life in a work environment and building their understanding of their future options.

Pre-Employment Training

Argyle's success in employing people locally is due to the strong commitment of many people in the business to using innovative approaches to recruiting staff. While there remains a role for formal interviews in assessing potential employees, the recruitment team at Argyle has developed a number of alternative approaches that are less intimidating for many local people and are also more successful in securing the right staff.

One of the most successful has been the one-and-a-half-day assessment program, run on site, that provide Argyle job applicants with honest and frank one-on-one feedback on their current skill levels and the training they need to undertake to maximise future employment opportunities. Argyle then works with the attendees to guide them through TAFE or other pre-employment training they need to become work-ready. This program is particularly useful in identifying local Aboriginal people who may be suitable to take up future traineeships, apprenticeships or full-time employment.

Maintenance Trainees

Late in 2004 Argyle introduced a short-term traineeship program providing accelerated training opportunities for particularly keen and committed job applicants who don't yet possess all the requisite skills to work at the mine. Local Aboriginal people who show this kind of promise are now being enrolled in nine-month traineeships that initially involve daily work within the maintenance workshop. After three months of regular attendance, participants are enrolled in the Certificate 1 in Engineering course, Argyle then works with successful

graduates of this course to develop their skills so that they will be ready for a traineeship or full-time employment in an area of nominated interest at the mine.

Traineeships & Apprenticeships

The partnership entered into in 2003 with the Department of Employment and Workplace Relations (DEWR) under which Argyle has committed to employing 150 trainees and apprentices over five years resulted in 31 new apprenticeships and traineeships being offered to local Aboriginal people in 2004. This brings to 58 the total number of Aboriginal apprentices and trainees employed by Argyle at the end of 2004.

Apprenticeships:

- Electrical
- Auto Electrical
- Fabrication
- Plumbing
- Refrigeration
- Carpentry
- Fitter Machinist
- Heavy Duty Mechanic

Traineeships:

- Business Administration
- Metalliferous Processing
- Metalliferous Underground
- Metalliferous Opencut
- Hospitality
- Civil Construction
- Construction
- Engineering
- Warehousing
- Environmental Science
- Horticulture

As well as developing invaluable life-long skills for the participants, these traineeships and apprenticeships inject salary dollars into the local economy for Aboriginal people who otherwise would have access to limited employment opportunities in the East Kimberley.

The traineeships under this partnership now extend to



off-site traineeships, for example:

- Horticulture, based in Kununurra
- Business administration, based in Wyndham and Kununurra
- Commercial cooking, based in Doon Doon
- Construction, based in Halls Creek

TAFE visits and assesses the trainees in their local towns and, while some work experience is required to be undertaken at the mine site, the trainees don't have to leave their communities for extended periods. For this reason the traineeships are proving extremely popular.

Argyle is planning up to 20 of these off-site traineeships in 2005, with an expanded range of professional opportunities, including tourism and engineering.

Literacy and Numeracy

In 2004, Argyle commenced individualised literacy and numeracy training programs to bring all apprentices and trainees up to Year 10 standards.

Due to external funding issues this program lapsed throughout the year, but it is planned to be restarted in 2005, extended to the entire mine site and, after that, to those local communities closest to the mine.

Generally, the TAFE training component for all apprentices would be offered in Perth. One of the unplanned positive flow-ons from the partnership between Argyle and DEWR is that the Kununurra campus of Kimberley TAFE now offers the first stage of apprenticeship training locally so that first year apprentices no longer have to leave the region to conduct their TAFE training. This is proving attractive to other employers in the region, who are realising that they can now take on apprentices and keep them locally.

Employment

Increases in local Aboriginal employment in the site workforce (from 17.8% in 2003 to 22.4% in 2004) have been largely due to the recruitment of Aboriginal trainees and apprentices as part of Argyle's five-year partnership agreement with the Department of Employment and Workplace Relations (DEWR), which is well on track. However, because there has been no

significant increase in full-time Aboriginal employment in other areas of the business, Argyle concentrated significant effort in 2004 on assessing the impediments to employment across the breadth of the organisation.

While many members of the local Aboriginal workforce are keen to work at the mine, they often do not possess the necessary literacy, numeracy, teamwork and safety skills to be employed full-time. Subsequently, Argyle has created a number of new entry points into the organisation, beyond its traditional apprenticeships and traineeships, that will help ensure that Aboriginal people are able to compete successfully for permanent jobs at the mine.

For example, new positions have been created with the day work garden crew and the Construction and Maintenance Services (CAMS) team which will allow Aboriginal employees to develop a range of skills, away from production pressures, and participate in tailored training to place them in a better position to compete for operator or trades positions.

Furthermore, Argyle is developing career paths for already experienced Aboriginal employees within the organisation that will move them beyond operator and trades roles, and into other areas of the business.

In 2005, Argyle plans to further increase its Aboriginal employment levels to 28% of its workforce.

Localisation

In the early part of 2004 the production pressures in the pit and the higher rate of staff turnover resulted in the business turning to the Perth labour market for casual labour contractors. During 2004 there was a shift to replacing casual labour hire out of Perth with labour hire contractors sourced in the East Kimberley. Argyle expects this to continue into 2005, with an increasing proportion of the casual labour hired to be recruited from local Aboriginal people. Some occupations such as mechanical and electrical trades continue to be in very short supply in the East Kimberley, so some local recruitment will continue from Perth.

Training Resources

The employment initiatives described above have placed a significant demand on Argyle's training resources, as has the coaching, mentoring and support required for team leaders who are supervising or providing workplace training. In early 2005, Argyle will be expanding the training team to enable it to increase the pool of work-ready local Aboriginal people winning both training positions and full-time roles.

Simulator Training

In late 2003, Argyle purchased three simulators costing approximately \$800,000. Two of the simulator modules train employees on truck operation while the third trains them on shovel operation. The simulators have two main uses:

- Training safer operators, with a better familiarity with equipment and mine layout.
- Assessing the current skills of new recruits in truck and shovel operations and determining their aptitude for learning operator skills.

The simulator modules also have an important link to Argyle's localisation strategy as they negate the need to send operators and recruits to Perth for training. This offers significant cost savings to the organisation. The simulator also offers the advantage of not consuming valuable truck operating hours in training.

Recent advances in simulator technology offer Argyle significant training benefits. Using site survey data and recent aerial photographs, the simulator operator can now see exactly what they would see if they were actually driving around the pit. In this way the operator is learning not only the necessary operating skills, but also developing a familiarity with the pit and the road system.

Additionally, the simulators allow new recruits to work at their own pace through various training scenarios, reproducing off-season conditions which both fully test the recruits and help them prepare for the full range of climatic and pit conditions that they will be dealing with over any year.



The simulators are also playing an important role in improving emergency procedures training. For example, after simulating a fire in a truck, the module can provide a printout showing the sequence of actual emergency events and their timing. This kind of precision is not available in any kind of real-life exercise. This training facility was used extensively in 2004 for both new and current employees.

Willing Investors

Argyle's policy is to generate "willing investors" throughout its workforce, ie those employees who choose to stay with Argyle do so because of their commitment to what Argyle is about. In this way Argyle is creating assets within its business, as willing investor employees become co-owners of the transformational process. This means that there is both a corporate responsibility to transform the value of the diamond asset into other assets and a personal responsibility, that sits with each and every one of Argyle's employees, to be an active driver of that transformational process.

Other Employment

Argyle recognises the value that Aboriginal people deliver to its business beyond their involvement in operations-related employment. Aboriginal people, who otherwise would find it difficult entering the mainstream labour market, now provide remunerated services to Argyle for induction manthe, ceremonial services, land management, site protection and the monitoring and implementation of the recent Participation Agreement, which sets out the basis for Argyle's long-term relationship with Traditional Owners in the region.

In 2005, Argyle expects the range of remunerated services from local Aboriginal people to the mine to increase, and to include cross-cultural training for the entire site workforce.

Business Development and Contracting



Participation Agreement

There is a specific management plan within the Participation Agreement between Argyle and Traditional Owners dedicated to business development and contracting opportunities. In that management plan, Argyle committed to creating the role of Business Development Facilitator, to provide assistance, support and referral to prospective Traditional Owner businesses for the first three years of the agreement. Argyle and the Traditional Owners have additionally created a Business Development Taskforce that will look for business development opportunities within the mine and ways to support potential Traditional Owner businesses. The taskforce will also look at ways to introduce Traditional Owners to potential contractors for goods and services at the site who may be able to provide additional value to their activities.

The Participation Agreement tries to enhance opportunities for local Aboriginal businesses in two other important ways:

- All site-based contracts worth more than \$250,000 will be notified to the Business Development Taskforce prior to the tender being let so that Traditional Owners have the best opportunity to successfully compete for the contract tender.
- Any tenderers for site-based contracts worth more than \$250,000 per year are to indicate in their tender documents how they will provide benefits to Traditional Owners. In this way, Argyle wants to ensure that contractors are also involved in the process of transforming the AK1 diamond asset into other assets in the region.

Business Development Facilitator

Allan James, an accountant with extensive experience in community management and small business, was appointed Argyle's Business Development Facilitator in 2004.

About a dozen Aboriginal people are working with Allan to develop their business ideas, which span earthmoving, transport, manufacturing, horticulture and tourism.

In 2005, Allan will be focussing on the establishment, in partnership with the Gelganyem Trust, of a business incubator in Kununurra. He will also identify and streamline further business opportunities in Argyle.

Contracting Opportunities within the Business

In 2004 Argyle developed an inside out approach to business development and contracting opportunities within the site operations, primarily by helping Aboriginal staff to develop commercial opportunities from existing roles (for example, assisting grader operators to become earthmoving contractors and waste management staff to set up waste management businesses). This approach allows local Aboriginal people with good skills and a passion to establish a private business to develop business skills over a reasonable period of time, maximising the chance for a successful transition into a viable business.

This approach also involves Argyle looking at ways to reconfigure the business - to ask:

- what services performed within the business could be provided by an external contractor?
- what services within the business match up with other demands in the region to create viable commercial opportunities?

Doon Doon Roadhouse

The Doon Doon Roadhouse, whose development has been strongly supported by Argyle over a number of years, is now up and running and securing custom on the Halls Creek to Kununurra leg of the Great Northern Highway. The roadhouse is currently developing an associated caravan park and will introduce 'tag along' tours in 2005. Argyle has supported the construction of the roadhouse, the training of its staff and the business planning for the tour component of the business.

Sponsorships



Argyle provided financial or in-kind sponsorship to the following organisations in 2004:

- Wunan House (Argyle pays for two residential students at Wunan House, which is the only residential facility for TAFE or other students in the East Kimberley)
- Hale School, for indigenous scholarships
- Sports - Argyle sponsors the Under 12 Football Lightning Carnival and the Gardnuwa Lightning Sports Carnival, which bring together teams from remote communities in the East Kimberley region and the Northern Territory
- Kimberley Moon Experience
- Graham (Polly) Farmer Foundation
- Yachad Accelerated Learning Program
- Unity of First People Of Australia
- Notre Dame University
- Rio Tinto Child Health Partnership
- Royal Flying Doctor Service
- East Kimberley football league
- Kununurra Show
- Perth International Arts Festival
- Kununurra Nurses Association
- Jirrawun Arts (one of the most successful businesses in Kununurra)
- Kununurra Young Men's Program, which hosts a weekly meeting for teenage boys to discuss any current issues or aspects of their culture.



Human Rights



Indigenous Rights

Argyle and Traditional Owners signed the Participation Agreement in September 2004. This agreement provides a formal and binding acknowledgement of Traditional Owners' rights and interests, including native title rights, in the mining lease area.

For further information on the Participation Agreement, refer to the chapter in Our Stories.



Communication & Local Relationships

East Kimberley Newspapers

Argyle has taken a much more active role in disseminating information about its operations and people through the East Kimberley region, contributing to most of the editions of the Kimberley Echo and the Halls Creek Herald. Many of the newspaper articles focus on local employees and their successes, and are aimed at improving understanding of what it is like to work at Argyle. This regular media profile also enables Argyle to keep the community informed about developments and opportunities as they arise.



Kununurra Office

Argyle went 'back to the future' with the reopening of its Kununurra office - after an absence of many years. The return to Kununurra ensures that there is a strong local presence and a point of contact for local job seekers and contractors.

The office houses the Regional Employment and Training and Regional Participation Teams and serves as the East Kimberley base for recruitment, business development, housing, communications and community engagement.

