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Highlights



EXPOSURE

- 55.2M+ social and potential traditional media reach
- 143K+ website visitors
- 84 articles, 63 EDMs and 2.7K+ social media posts published

NEW

- National Gold Education Program expanded, reaching 300 schools, educating thousands of students and teachers
 - National Gold Jobs website launched, showcasing 433 jobs and attracting 76K+ visitors viewing 200K+ pages
 - **3-year partnership** with the Australian Earth Science Education formed, supporting NSW schools through training, resources and incursions
- TV ads created, airing across the netball community and on Channel 9

Suite of gold educational resources created



03

8 new members welcomed

GREW

- **Shooting Stars** program inspired 350+ Indigenous girls in 8 WA communities to increase school attendance
- West Coast Fever further supported (Principal Partner) helped result in 2020 Suncorp Super Netball season grand final, providing significant exposure to 5M+ people
- **Netball WA** partnership supported more than 237K+ netballers, growing all levels of the sport across WA
- Netball partnerships demonstrated success in increasing awareness of, support for, and interest in the gold sector

DEVELOPED

- Digital Marketing Officer appointment increased capacity
- New funding model, tools, programs, and processes implemented

EVENTS



35+ community and industry events **supported**

4 industry events hosted



Developments

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January Projects

Implemented new project evaluation tool

Netball

Announced Pricipal Partnership of West Coast Fever

February

Resource

Appointed Digital Marketing Officer Hinewai Kitchen

Education

Launched expanded GIG National Gold Education Program

March Netball

Ist time West Coast Fever team played preseason games in Kalgoorlie and hosted community clinics

May Partnership

Created major partnership with Australian Earth Science Education in NSW

Project

Launched Gold Jobs website

July Netball

Netball events and games commenced

GIG WANL games streamed live for the 1st time

August

Netball

Netball Multicultural Carnival

Education GIG Teacher Webinar

September

Netball

West Coast Fever finals events

Netball Association Championships

Marketing

Created GIG TV advertisements

October

Events

Diggers & Dealers GIG Decarbonisation breakfast event and webinar

Released contributions document

Netball

West Coast Fever grand final

Shooting Stars leadership camp

November

Netball

Parliamentary Friends of Netball exhibition game

Net Ball

NAIDOC Carnival

GIG activations at 4 major netball Associations

Event

MERC Partner event

December

Netball

GIG Corporate Netball Day

Events

GIG "The Furnace" private screening

AGM Producer Strategy Session



Media





WORKFORCE MANAGEMENT

SECURING THE FUTURE WORKFORCE OF AUSTRALIAN MINING

HOW ARE MINING'S JOB PROSPECTS SHAPING UP IN THE FACE OF AN ECONOMIC SLOWDOWN? VANESSA ZHOU EXPLORES THE OPPORTUNITIES WITH ALCOA, GOLD INDUSTRY GROUP AND AUSTRALIA'S MINERALS COUNCILS.





ING 44 AUGUST 2020







EDM Campaigns



Gold Teacher News

The Gold Industry Group's Gold Teacher News brings you the latest updates on our National Gold Education Program, including free gold

learning resources, educational events and industry highlights.

Gold Careers News

The <u>Gold Industry Group</u>'s Gold Careers News brings you the latest job opportunities in Australia's gold industry, including tips on beginning and advancing your career in gold.



Latest jobs in gold

Discover more than 140 jobs available with 19 employers on the <u>Gold jobs website</u> Roles include engineers, operators, geologists, mechaniss and fitters, superintendents health and safety advisors, surveyors, electricians, technicians and more. rintendents





A golden legacy: making the Melbourne Cup

As we celebrate the 168th anniversary of the first Melbourne Cup, Australian gold workers from <u>Kirkland Lake Gold</u> and ABC Bullion (part of the <u>Pailton</u> nd. Group) stand proud, having produced the People's Cup from Australian gold.



Secure a role in Operations

Progress your career in Australia's gold industry with an exciting role in operations.

Explore more than 30+ job vacancies in operations with world-class gold companies across Western Australia.



A golden industry: transforming a nation

Discover the vital contributions that the gold industry has made to Australia's economic and social fabric since the gold rushes of the 1850s. In the Gold social impact brochure.











Gold Sessions rock WA schools in Term 3

Delivery of dynamic Gold Class Sessions and exclusive Gold Resources Kits, as part of the Gold Industry Group's National Gold Education Program, have been a hit, with great feedb ack from facilitators, teachers and students.



Order your gold Kit

300 of the Gold Industry Group's free Gold Resources Kits were snapped up by schools across Australia last Term. The Kits feature large rock (many of which are ore) samples from gold mines in Australia. 500 additional Kits will be available in Term 1, 2021.



Gold shares community stories on TV

The Gold Industry Group brought the industry's commitment to community to life recently, through a captivating TV advert and connecting video stories featuring Australian Earth Science Education and Mercedes College.

New Resource: A Golden **Country Brochure**

recently, a terrific learning resource highlighting the gold industry's vast

economic and social contributions to

Australia since the 1850s gold rushes.





Good as Gold News

Your dose of all things good in gold, the <u>Gold Industry Group</u>'s (GIG) <u>Good as Gold News</u> brings you the latest on how Australia's gold industry is supporting its workers, their families and the wider public.



Indigenous role models sought for industry

GIG Director and AngloGold Ashanti Australia VP Corporate Affairs. Community and HR Andrea Makey joined other female industry leaders to share their insights on Indigenous relations last month at the WA Mining Club

100+ gold jobs live

Further your career and find your dream job in Australia's gold industry, with over 109 vacancies now listed on the new Gold Jobs website, across engineering, geology, operations health & safety, environment, quality control, and much more

Gold in mental health: **Q&A** with Peta Slocombe

We recently spoke to Northern Star Resources United Capability and Culture Manager Peta Slocombe, on the importance of mental health education and developing a vibrant workplace culture

Renewable Energy: Q&A with James Koerting

We recently spoke to Gold Relds Energy Manager James Koerting, about Energy Wanger participation to create Australia's first Hybrid Renewable Energy Microgrid Project at the Agnew Gold Mine in Western Australia.







Media



Media reach increased significantly this year due to the partnership with netball, new initiatives and digital campaigns.



Potential Reach (article views)

Editorial Mentions



Positive Sentiment

Trends

- Netball & GIG WANL (approx. 75%)
- Gold Jobs launch
- National Gold Education Program
- Women in Gold Diversity Debate
- Diggers & Dealers

***NOTE:** Reach does not include West Coast Fever media coverage of GIG brand through games and news.

EDM Campaigns



2020 saw a focus on building our database, expanding our newsletter offering and keeping our community updated.



E-Campaigns



NEW Teacher Newsletter | Community Newsletter | **NEW** Jobs Newsletter Parliamentary Newsletter | Member Updates | Event Invites

*NOTE: Email open rate of 26.2% (23% above industry standard)

Social Media



Gold Industry Group G

GOLD JOBS | Australia's #gold industry is seeking workers to fulfil roles across #exploration, #mining, #refining and #trades, from #administrative to #technical & everything in between.

View gold #jobs: bit.ly/2Rqi8EV

#goldmining #COVID19 #heartofgold #goldjobs





Showcasing long-term partnerships with Netball WA, West Coast Fever, Shooting Stars, LIVIN and Australian Earth Science Education, hear about how the gold industry's investment is

$\bigcirc \bigcirc \bigcirc \blacksquare$	
368 views	
SEPTEMBER 14, 2020	

A Ma hon and 8 oth

5:39 pm · 20 Apr 2020 · Twitter Web App

II View Tweet activity 9 Retweets 19 Likes

Gold Industry Group



SUPER PIT | A celebration of two Australian miners coming together kicked off this year's Diggers & Dealers Mining Forum in Kalgoorlie, with the announcement of a mine expansion that will create 700 jobs.

Fantastic to have Premier Mark McGowan with us.

We look forward to what's ahead for Northern Star Resources Limited, Saracen Mineral Holdings Limited and KCGM.

#diggersndealers #gold #heartofgold #dnd2020 #goldmining



Heart of Gold Australia

...

Published by Emily Wintle 🔘 · 5 August 2020 · 🔇

APPRENTICESHIPS | Newmont Australia's Boddington gold operation is currently seeking motivated and reliable individuals, eager to start a rewarding gold mining career.

- Positions are available across five different roles from February 2021:
- Apprentice Heavy Duty Plant Mechanics (2 positions) Apprentice Auto Electrician (1 position)

- Apprentice Boilermaker (1 position) Apprentice Mechanical Fitters (2 positions)
- Apprentice Electrical Instrumentation Fitters (2 positions)

Apply now 🔤 https://bit.ly/33u8wjm

To be successful, applicants must submit a resume and complete all pre-screening questions. Hurry, applications close Wednesday 19 August 2020!

#heartofgold #apprenticeship #gold #goldmining #goldjobs

📷 image taken pre-COVID19.



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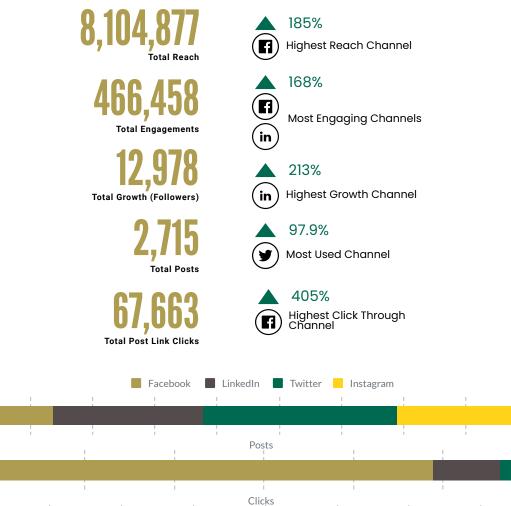
291 comments 670 shares

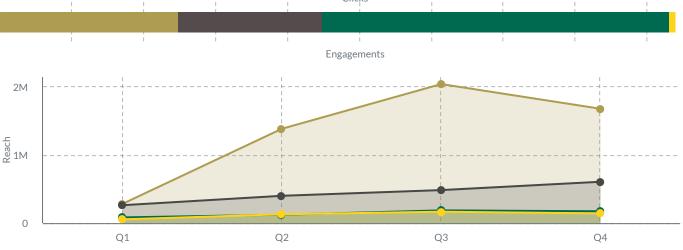


Social Media



Our social media reach expanded considerably this year, with the introduction of paid campaigns, more organic content and the appointment of a Digital Marketing Officer.





NOTE: YouTube is utilised as a video hosting platform as opposed to a channel that we are actively promoting to our followers to engage with. 20 videos were uploaded in 2020.



Gold Jobs Newslettter Subscribers

Websites



2020 saw 2 new websites launch (Gold Jobs and Education Program Booking), resulting in 3x website traffic and higher page retention.

143,984 Users	180,023 Sessions	324,962 Page Views	
Corporate Website			
2020 saw the expansion of GIG's content landscape with improvements to its structure and new content areas, and our articles yielding +50% views.			
65,588	79,413	114,894	
Users	Sessions	Page Views	
19%	12%	4%	
84 articles published receiving 58,858 views			
Gold Jobs Website			
Launched in May, this ground-breaking resource showcases the industry's wealth of information and diverse array of prospects in addition to employment opportunities available to the wider community.			
76,911	98,267	204,531	
Users	Sessions	Page Views	
19	433	4,000	

Member Companies Participating

Jobs Advertised Australia-wide

Potential traditional & social media reach 8.M+

Gold Industry Group Copyright 2021

Users

Education Program Booking Website

This platform's main purpose is to book Gold Class Sessions and order Gold Resources Kits, with limited promotion due to its popularity and resourcing.

Heart of Gold Australia app

* based on survey results where 3 people were using the app at once.

NOTE: The app has diverse offerings and will also be transferred to a new platform in 2021 with planning for the transition a major focus.





Page Views





NOTE: Kits sold out within a few weeks and sessions couldn't be promoted due to resourcing.



National Gold Education Program







National Gold Education Program



The expansion of our National Gold Education Program across Australia connected the industry with the next generation, cultivating a supportive and educated community while inspiring a new talent pipeline.



Survey Feedback

- 45 teachers completed the survey.
- 98% of respondents were satisfied with the Kit and its teaching materials, receiving an overall rating of 9/10.
- 91% of respondents indicated students were interested in finding out more about careers in gold.
- 9/10 overall commendation rating on the Kit.
- 450 teachers subscribed to news.

"A very big thank you for the Gold Resources Kit. It is already in a classroom being utilised. Great rock samples, information and learning resources. Thank you for making this available for schools," Jill Bennett, Science Teacher and VET Coordinator, Campbell Town District High School.

NOTE: The Program launched on 11 February 2020, and was postponed after one session due to COVID-19 until Term 3. Gold Class Sessions could only be delivered in WA.

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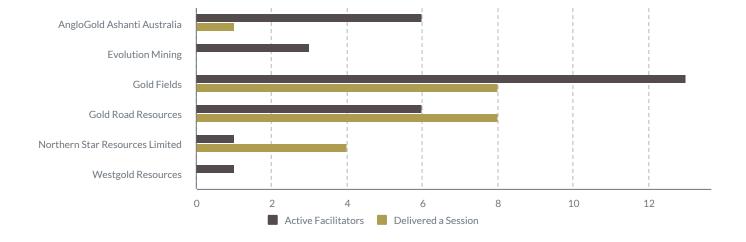
National Gold Education Program



- 70% of teachers completed the survey.
- 12 schools participated in Perth, Kalgoorlie, Norseman and Kambalda.
- 42% Primary and 58% Secondary.
- 100% of respondents rated their facilitators highly.
- 80% said the activity highly engaged their students.
- 100% said they gained knowledge about the gold industry.

Facilitators

- 7 training sessions delivered.
- 45 member employees trained with 31 active.
- 14 facilitators delivered a session (46.6%).

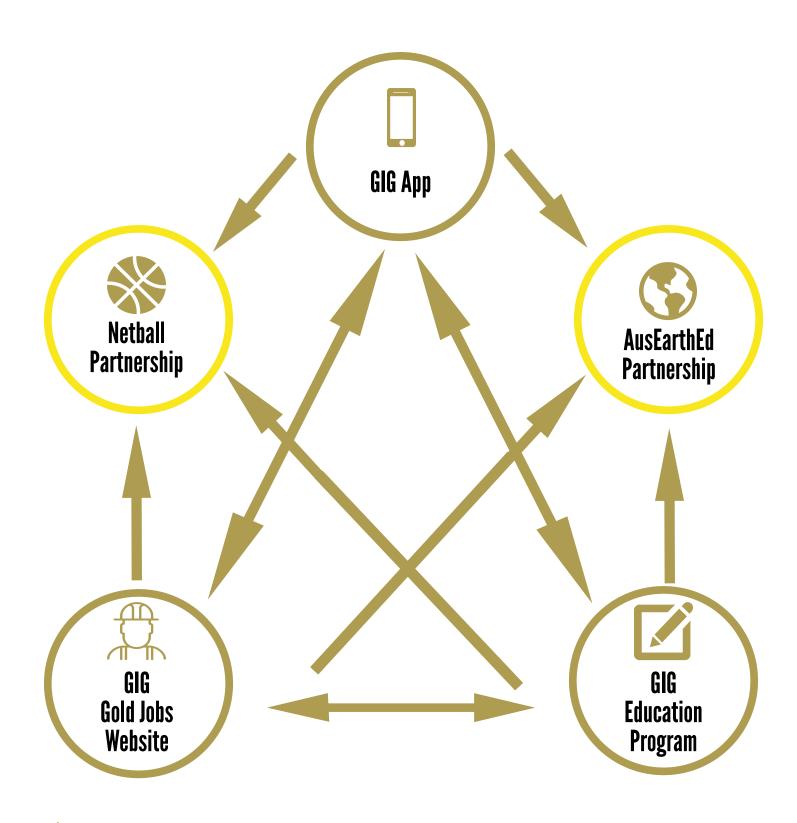


"As the first to present the Gold Class Session to secondary school students, I was interested to gauge how it was received. I was delighted with the way the students engaged in a healthy discussion and presentation. The course materials were ideal for the age group and it was a rewarding experience all round," Duncan Hughes, Manager: Corporate Development and Investor Relations, Gold Road Resources.



Integration of Projects

Gold Industry Group programs connect into each other and are promoted through our long-term partnerships.





Australian Earth Science Education Partnership







Resources

Australian Earth Science Education Partnership



Students Educated



Teachers Trained

Earth & Environment Science (EES) Resources

- 194 teacher and student resources developed (83 new, 111 adapted).
- 6 resources developed based on member case studies.

Teacher Training & Mentoring

- 445 teachers attended 15 online educator training and mentoring sessions.
- **126 teachers** participated in a series of 4 free professional development seminars across remote, regional and metro areas.
- 48 out of 126 teachers are teaching EES for the first time in 2021.

Student Incursions

- 923 students across 52 classrooms attended incursions.
- **416 students** participated in a series of 9 free online revision seminars for EES students in New South Wales across remote, regional and metro areas.

GIG Programs

- The GIG's **National Gold Education Program** and **Gold Jobs website** was shared through teacher and student engagement and communications.
- The **Gold Resources Kits** were promoted through the program in WA and NSW which contributed to a majority of Kit orders from NSW followed by WA schools.

NOTE: All activities from this partnership are have been based in NSW.



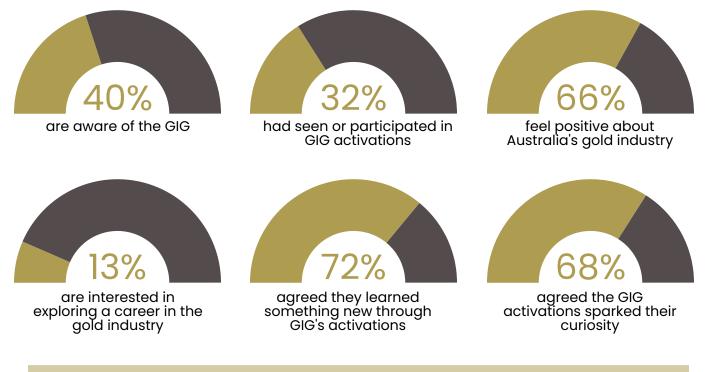








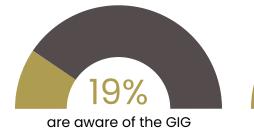
4 dedicated surveys were conducted by Culture Counts to identify awareness of the partnership and GIG initiatives within the netball community, reaching 3,617 respondents.



Baseline Findings

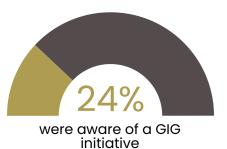
- Demonstrated success in partnership increasing awareness of the GIG and educating on industry.
- Much positive feedback on GIG's partnership, enthusiasm for netball, netball's diverse and inclusive environment and response to COVID.
- Through the partnership, netball have achieved unique social and economic outcomes rating highly across all dimensions with enthusiasm, local impact, diversity, presentation, connection and wellbeing between 83-92%.

2 population polls identified awareness of the partnership and GIG initiatives in Perth and regional WA, reaching 1,655 respondents.





feel positive about Australia's gold industry





Ads





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West Coast Fever Member Brand Recall





Netball WA Participants Brand Recall





Media

- West Coast Fever (WCF) media exposure during game days provided the GIG brand with a total media value of \$2.3M.
- 2020 Suncorp Super Netball League and Grand Final reached 3.3M viewers and IM viewers respectively.
- "That's Gold" TV campaign aired on Channel 9 reaching 248K viewers (valued at \$41K).
- **Shooting Stars and WCF TV campaign** aired on Channel 9 reaching 85K viewers (valued at \$30K).
- West Australian 16-page lift-out featuring GIG branding and advertising, reached 417K people.
- Sunday Times 2-full page GIG spread reached 388K people.
- **PerthNow** WCF homepage takeover and GIG advert reached 1M+ viewers.

Digital

- Total social media reach across WCF, Netball WA and Shooting Stars 12.5M+.
- GIG TVCs during 2020 GIG WANL broadcast games reached 630K+ people.
- Gold Facts campaign WCF social media channels reached 63K+ people.
- **Netball WA** posted 254 gold-related content through their social media channels reaching 1.2M+.
- WCF posted 100 gold-related posts through their social media channels reaching 523K+ people.
- Netball WA and WCF newsletters with GIG articles and ads reached 435K+.
- Netball WA and WCF website views reached 302K+ and 336K+ respectively.











Government

- Parliamentary Friends of Netball initiative:
 - Launched at Parliament House and attended by 40 Members of Parliament including the Premier, GIG's contribution was strongly acknowledged by the Hon. Mick Murray MLA.
 - Exhibition match attended by 8 Members of Parliament, at which GIG's contribution was strongly acknowledged by the Hon. Mia Davies MLA.
- Leadership lunch hosted by Netball WA including GIG representatives discussed the role of sport in creating female leaders and role models in WA's communities at Government House; co-hosted by Netball WA's Patron, the Hon. Kim Beazley AC, Governor of WA and Patron of Shooting Stars, the Hon. Julie Bishop.

Shooting Stars

- The success of the participation in the program was illustrated by an 80% increase in school attendance of 350 Indigenous girls in 8 WA communities.
- Supported employment of 23 program staff, of which 87% identify as Aboriginal.
- Indigenous girls from Years 3-10 at Laverton District High School were engaged at the new site.
- Integration of Gold Resource Kit, as part of the GIG's National Gold Education Program, into Shooting Stars activities across 8 sites.
- **10 Indigenous girls** attended Shooting Stars Senior Leadership Rewards Camp at a GIG member's office for a session on gold careers and team-building opportunities.
- **Participants from the Narrogin site** were hosted at the Mining Emergency Response Competition for the first time, building their life-skills while connecting them to career opportunities in the gold industry.
- **Gold materials** and **promotional items** for their reward programs were provided across 8 sites.





Netball WA

- **Our partnership** ensured the sustainability of netball in WA's regions through the 23 new staff employed as a result.
- The **Gold Netball Centre** welcomed 100K+ visitors through its doors in 2020.
- **2020 GIG WANL competition** was the only State netball competition to run a full season in Australia, also expanding into the Peel region taking the total number of teams to 8.
- Netball WA Athlete Pathway delivered two new West Coast Fever players, both of whom had an immediate impact at the 2020 SSN League and earned 2021 contracts.
- Hosted the 2nd GIG Corporate Netball Day, an annual team-building event, growing to 14 teams across GIG member companies.
- GIG activated at 4 major netball events/carnivals engaged:
 - 222 teams and 3K+ participants and their families from 29 Associations across the State at the Fuel to Go & Play Association Championships.
 - 100 teams and 2.5K+ participants and their families at one of the largest Indigenous sporting events in Australia, the NAIDOC Netball Carnival.
 - 97 teams and 1K+ participants and their families, celebrating cultural diversity at the **Netball Multicultural Carnival.**
 - 18K+ NetSetGo participants around Western Australia, supporting the start of their netball journey.
- New GIG initiatives supported Associations and increased visibility:
 - Distributed 1.2K GIG-branded hand sanitisers to 70+ WA Netball Associations.
 - Provided 28 GIG-branded gold post pads to Eastern Goldfields Netball Association.
 - Displayed GIG signage at the 5 major metro associations.
 - Created 'Shoot Gold 4 Netball' activation, which ran at multiple events and 4 major Associations during **Spring Netball Competition.**
 - Created Gold Jobs display at the Gold Netball Centre.
 - Distributed new GIG program materials and promotional items at weekly engagements, games, events and member packs.
 - Provided Gold Netballs at special giveaways.





West Coast Fever

- **GIG** became the Principal Partner of West Coast Fever in January.
- **Our partnership** connected 2K+ West Coast Fever's fans and students in WA's Goldfields for the first time, bringing 2 pre-season games, five local schools' visits, a community clinic and an open training session to Kalgoorlie.
- Launched Gold Fever merchandise range including a special edition Gold Fever cap and Gold Fever stickers.
- **Provided extra media value** through additional signage at games, with 6 games as match day partner including the Indigenous Round where our support of Shooting Stars was profiled.
- **GIG-backed member and community game day events** in Perth, including the biggest live watch party in netball history, that engaged more than 2.5K fans at RAC Arena during COVID-19.
- **Fever's reach** expanded beyond its 3.5K members (95% retention rate), to the 44K strong supporter base and 237K participants in Netball WA's programs and competitions across WA.
- West Coast Fever endured a **three-month hub** in Queensland to take home the minor premiership.
- 3 players selected in the Australian Diamonds squad (16% of the total squad).
- 2 players selected in the Australia Development squad.
- Coach Stacey Marinkovich was appointed the Head Coach of the Australian Diamonds.