

# Sustain



The GRD Group of companies is committed to providing a safe workplace for our employees, clients and contractors. Achieving 'Zero Harm' remains our ultimate goal whilst providing safe and efficient projects for our clients. Safety first – it's not just a statement, it's how we do business.

# ability

## Health and Safety

### 'Engineering a safer workplace'

GRD has project operations in varied global locations. Some of these projects present specific safety challenges that require the tailored application of GRD standards and a risk based approach to HSE management. The best method is the initiation of early project reconnaissance to identify, assess and control project safety requirements.

In 2008, the focus has been on Behavioural Based Assessments at project sites, with the introduction of COBBA Cards (Changing Our Behaviour Before Accidents). This initiative involves all employees and contractors being encouraged to conduct regular safety observations of their work environment. Since the rollout of COBBA Cards across all GRD project sites in October, an

immediate downturn in incident statistics has been recorded.

Proving that geographical location does not create boundaries in regard to GRD's commitment to health and safety, GRD Minproc's construction team working on the Tenke Fungurume Copper/Cobalt Project achieved 4 million hours without a Lost Time Injury (LTI) during the year. Emergency Response Training was provided to select Congolese personnel by GRD Minproc's HSE team at the Tenke Fungurume project site, which included industrial firefighting, vehicle extraction, breathing apparatus and height rescue. All trainees received formal recognition at a presentation ceremony held in the local village.

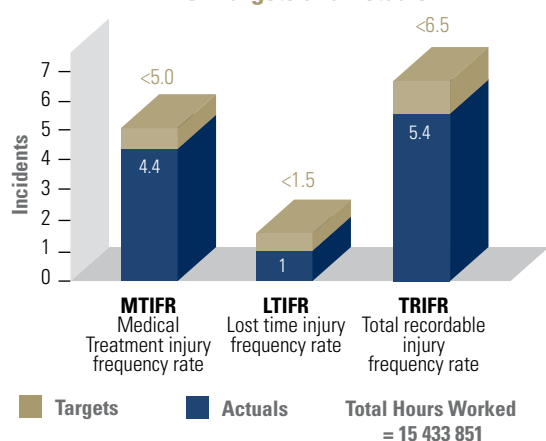
GRD's HSE team initiated the formation of office based Safety Committees in 2008, encouraging employees from all areas

of the business to become involved in different health and safety programmes. This has successfully raised the profile of health and safety within the organisation.

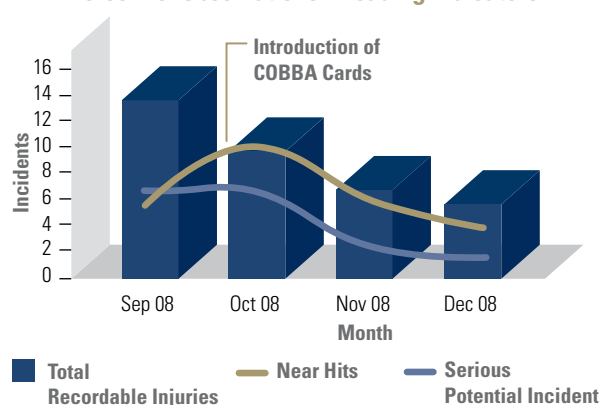
The company's Healthy Lifestyle programme continued to gain support throughout the year. There were a number of events held each month including wellness checks, blood pressure and cholesterol checks, health workshops and sporting activities, with many staff and contractors taking part.

GRD entered a team of 45 people in Perth's annual HBF City to Surf fun run, promoting a healthy and active lifestyle while raising money for the Activ Foundation. GRD also continued its support of the Red Cross Blood Drive in 2008, with an increasing number of personnel donating blood to assist the community in its rising demand for blood supplies.

HSE Targets and Actuals



Personnel Observations - Leading Indicators





Fire Safety Training, Democratic Republic of Congo



Engineering students development program, Belo Horizonte



Height Training, Democratic Republic of Congo

## Environment

GRD was active in improving its overall environmental performance throughout the year across the Group.

For GRD Minproc, every project worked on has a specifically designed Environment Management Plan that draws on best practice principals for implementation on-site. GRD Minproc engineers are also continuing to strive for the most efficient use of energy and water on projects through initiatives such as steam capture, waste water recycling and desalination.

Furthermore, GRD's subsidiary Global Renewables provides an alternative to landfill in its advanced waste treatment technology that continues to have a positive impact on soil and land contamination.

The green philosophy is also applied in corporate offices, with issues such as global warming and energy use tackled through initiatives including recycling programmes for general items, cartridges and batteries; mandatory shutdowns of office equipment overnight and on weekends; and education activities on how to be energy efficient within the office, all with the aim of reducing the company's carbon footprint

## Community

In 2008, the GRD Group of companies continued to build and foster relationships with the communities in which they operate. This involves the provision of in-kind and financial support to address a range of community issues. Many members of the GRD team also actively devote their time as volunteers supporting numerous community and sporting organisations.

Our community investment activities undertaken in 2008 are outlined below:

### Engineers Australia

GRD Minproc is proud to be recognised as a Silver Level sponsor of Engineers Australia (WA Division) – the national forum for the advancement of engineers. In 2008, the Year of the Engineering Team, Engineers Australia assisted in the cultivation of learning and advancement of engineering through various programs for its members. Furthermore, the percentage of female members grew by 15.2 per cent in 2008, which Engineers Australia believes is due to its successful 2007 campaign "Year of Women in Engineering".

"GRD Minproc's involvement with the Chemical and Process Engineering Club (CPEC) of UWA was integral to the success of the clubs inaugural year and assisted with providing students access to educational and industrial information within their chosen field".

2008 President, *Sesilia Siauw CPEC, UWA*

### **The Chemical and Process Engineering Club of UWA (CPEC)**

In 2008, GRD Minproc was the first Gold Level Sponsor to support the Chemical and Process Engineering Club (CPEC) at the University of Western Australia. CPEC supports Chemical and Process Engineering students with career, educational, social and sporting events throughout the year.

### **Curtin University of Technology**

GRD Minproc supported the development of future engineers in 2008 through participation in the undergraduate development program at Curtin University of Technology's first year engineering studio. The studio ensures engineers are educated in a modern, supportive environment. Designed to acquaint students with modern engineering practices, the studio mimics the professional work environment as much as possible, making the students feel as though they are already "engineers in training".

### **Engineering Students Development Program**

In 2008, GRD Minproc's Belo Horizonte office developed contracts with the Universidade Federal de Minas Gerais; Fundacao Mineira de Educacao e Cultura; Pontifica Universidade Catolica de Minas Gerais; and Centro Federal de Educacao Tecnologica; to provide training to four engineering students and six technical students in the disciplines of process engineering, mechanical engineering, electrical, piping, instrumentation and project planning and cost control.

The students receive training and practical work experience in design methods, procedures and calculations, under the guidance of experienced engineers, with technicians in particular having the opportunity to work with the latest engineering software packages and CAD equipment.

### **Supporting communities**

GRD Minproc's Johannesburg office undertook a number of fundraising initiatives during the year to support a range of community programs that focused on underprivileged communities.

The team took part in a food scheme for orphans, organising a birthday celebration for 130 orphans at Lerato Love Home in Marlboro, Johannesburg, and upgrading the Zimani Lekhang Crèche in Soweto, which caters for 80 destitute children. Every year GRD Minproc treats the children from both orphanages to an Easter egg drive and Christmas party.

GRD Minproc's Johannesburg office participated in a Shave-a-thon during the year, which saw R5000 raised for the Cancer Association. The team was also involved in a Blanket Drive in June, donating 250 blankets to camps in Midrand and Rosetenville.

In 2008, Kirfield Muswellbrook assisted the local Muswellbrook South Public School by donating new fluorescent vests as part of the school's efforts to make its playground a safer and happier place. The vests are worn by teachers whilst on duty in the playground and are designed so students can identify teachers at all times.

In September, GRD Minproc's Brisbane team took part in Operation Christmas Child – a charity project that brings joy and hope to children in desperate situations around the world through the distribution of gift-filled boxes. A collection was taken from personnel based in Brisbane, resulting in 55 gift-filled boxes being donated to the program along with the cost of posting the packages to the Asia-Pacific region.

During the month of November, teams of GRD Minproc and Kirfield Muswellbrook personnel participated in the Movember campaign to raise funds and awareness for the Prostate Cancer Foundation of Australia and Beyondblue. Moustaches were proudly cultured in return for fundraising dollars from colleagues, families and friends to fund



*2008 Children's Christmas Party held by GRD Minproc's Johannesburg office*

research and increase support networks for those men who suffer from prostate cancer and depression. More than \$5,000 was raised through their endeavours.

In December, team members from GRD Minproc's Perth office donated food, gifts and other items to the Salvation Army Christmas Appeal which were distributed among less fortunate individuals and families in the community. The Salvation Army offers support for a huge range of problems affecting the community and is often referred to as "an umbrella over Australia's social problems".

### **Global Renewables supports the United Nations Global Compact**

GRD subsidiary Global Renewables continued to support the United Nations Global Compact throughout 2008, underpinned by the company's vision to deliver superior economic, social and environmental results by reducing, reusing and recycling municipal waste and improving carbon efficiency.

Global Renewables has been a member of the United Nations Global Compact since 2002 and proudly embraces the Ten Principles of the Compact. To view Global Renewables annual Communication on Progress please visit the Global Compact websites (see [www.unglobalcompact.org](http://www.unglobalcompact.org) and [www.grd.com.au](http://www.grd.com.au)).