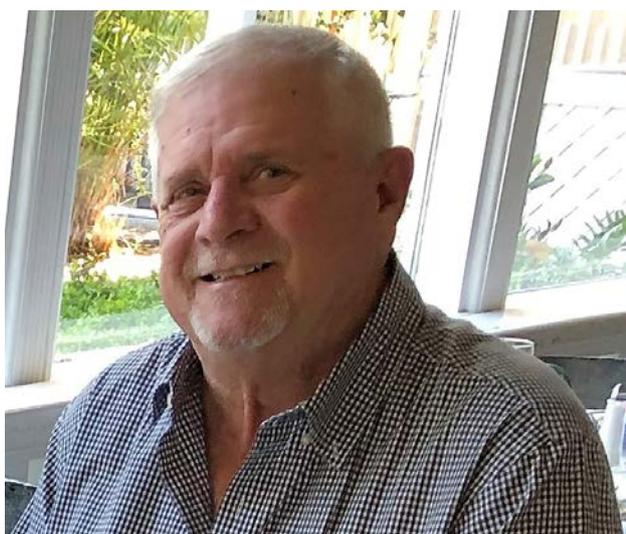


 **CASE STUDIES**

**SERVICE AWARDS – INSIGHTS FROM JIMMY AND NEIL**

We value our employees' contributions and celebrate their achievements.

We are proud to be able to introduce you to two of our longest serving team members - Jimmy Carter and Neil McMulkin - and share some of their memories and sustainability insights.



**Jimmy Carter**

Mr James ("Jimmy") Carter was recognised as our longest serving employee in 2018. Jimmy's wealth of experience across our US sites has contributed to their safe and sustainable decommissioning and rehabilitation. He is currently working as the Site Supervisor of our Green Cove Springs site in Florida.

**What year did you commence with Iluka?**

1973

**Which sites have you worked at?**

Green Cove Springs, Florida; Lulaton, Georgia; and Virginia

**What are some of your favourite sustainability achievements you have been involved in?**

The management of the safe decommissioning and closure activities of the Green Cove Springs, Florida and Lulaton, Georgia sites. With a conscientious awareness of being a former mining operation, ensuring that the daily practices were sustainable as possible to advance and secure our legacy in Florida and Georgia.

In addition, managing the site safety, health and environmental process with positive results before, during and currently. We have had a great safety record in Florida over the years, recording zero no lost time incidents for the past 16 years along with having the last medical treatment injury nearly 8 years ago.

I am also proud of the numerous awards given by the Florida state agencies recognising Iluka's outstanding environmental and sustainability practices.

**What have you enjoyed about working with Iluka?**

Being given the autonomy and the tools to do the work efficiently. Also, the camaraderie of the numerous individuals whom I have had the pleasure of working and serving with since 1973.

**How have rehabilitation practices evolved over your time with Iluka?**

Practices in numerous areas have evolved over my tenure of 46 years. Advanced technology, equipment, mine planning, safety, health and environmental educational techniques.

 CASE STUDIES



Neil McMulkin, Native Vegetation Superintendent, Western Australia

### Neil McMulkin

This coming year marks 30 years since Mr Neil McMulkin joined Iluka. Neil, one of our longest serving rehabilitation specialists, has had the opportunity to work across the majority of our West Australian sites and has been integral to their rehabilitation success. Currently Neil is working in our Mid West region as the Native Vegetation Superintendent.

**What year did you commence with Iluka?**  
1989

**Which sites have you worked at?**

Eneabba, Cataby, Gingin, Waroona, Wagerup, North and South Capel, Busselton, Yoganup and Yoganup West, Cloverdale, Tutunup South, Stratham West, Boyanup and Yoganup Extended.

**What are some of your favourite sustainability achievements you have been involved with?**

Full closure and landowner sign off at seven sites in Western Australia. All had their own unique challenges, one even involved a river restoration!

Also being part of the team awarded a Golden Gecko award for an outstanding environmental approach while working through the constraints placed on it by the redevelopment of the Wonerup-Tutunup Road. The company upgraded an existing minor country road to accommodate the haulage of heavy mineral concentrate from its mine without impacting on the high value ironstone plant communities in the road reserve.

**What have you enjoyed about working with Iluka?**

The people. The company's commitment to doing the job properly and being part of great teams that care about how we leave the land after we have mined it.

I also enjoy sharing the store of knowledge I have collected about each of our sites from an ecological and plant propagation perspective, that has been really rewarding.

**How have rehabilitation practices evolved over your time with Iluka?**

When I started there were no computers.

Now, planning rehabilitation is supported by a range of technology. In conjunction with our landowners, we can spatially link together aspects such as soil, water, landform shape, to plan for rehabilitation success.