



29 March 2020



## NPA Community Fact Sheet for COVID-19

### Q1. Is Bauxite Hills Mine Operating? **YES**

**A1.** The Mine is following all Queensland, Commonwealth and Local Government controls. Mining is due to restart early April. If the mine stops operating, Metro will endeavour to let all employees and community representatives know as quickly as possible.

### Q2 Are Metro Flights between Bamaga and Skardon River still Operating? **NO**

**A2.** Metro has consulted with NPARC, Bamaga Airport and East Air along with Government Agencies and has decided that, as the health of our employees, their families and communities is our primary concern, it is not safe to fly in and out of Bamaga.

### Q3. Can NPA Bauxite Hills Mine Employees Temporarily Relocate to Cairns to continue to work, and will Metro pay them an additional \$285 per week "Living-Away-from-Home-Allowance?" **YES**

**A3.** If you take this option, you are required to find your own accommodation as Metro will not provide accommodation. The additional \$285 per week pay is to cover this expense.

No additional costs will be paid by Metro, beyond the "Living-Away-From-Home-Allowance". Metro will not pay for your removal costs, other family members to come with you, your pet care or your car transfer to Cairns.

### Q4. What is Being Done to Protect Bauxite Hills Mine Workers?

**A4.** Metro Mining CEO, Simon Finnis, sent a letter to all employees and community representatives outlining controls in place to protect you, these include:

- Everyone must provide a written health self-assessment before boarding the plane and if unwell they will not be accepted on the plane.
- Temperature checks are taken prior to boarding – if you have a temperature you will not be allowed on the plane.
- Enforcing strict personal hygiene on the aircraft and at site, including hand washing and personal distancing.
- Increased cleaning and hygiene programs at Camp including accommodation rooms, mess, wet mess, crib rooms, machinery and on aircraft.

- Having a set response for any respiratory illness that occurs on site, including isolation and evacuation via Royal Flying Doctors.
- Controls are in place to protect onsite workers and if anyone becomes ill, strict procedures around isolation and site evacuation are implemented.

In accordance with Queensland and Commonwealth requirements the Royal Flying Doctor would be called, and the ill person taken to a nominated hospital for further assessment and released only when the Royal Flying Doctor and/or the hospital allows.

### Q6. What Happens if a Bauxite Hills Mine Worker Decides NOT to Relocate to Cairns?

**A6.** You need to notify your line Manager immediately as you will be electing to be stood down. This means you will be paid 2-weeks as per the wet season, and then be on unpaid leave. You will accrue leave whilst you are stood down. **If you choose to be stood down, you cannot come back to work until Metro contacts you however, most importantly, your job will remain open for you after Corona Virus restrictions end and Metro will contact you when you can return to work.**

### Q7. What Does Being Stood Down Mean?

**A7.** Being stood down is not being fired. Initially Metro will pay you for 2-weeks. After that you will not be paid by Metro however you will still accrue leave as normal. If you have any Annual Leave available, you can choose to take it at this time. **Most importantly, your job will remain open for you when the restrictions for Corona Virus end and Metro will contact you when you can return to work.**

### Q8. What Happens if an Employee Can't Afford to be Stood Down and Take Unpaid Leave?

**A8** You can contact State and Federal Government Agencies to determine what assistance may be immediately available.

### Q9. Can a Worker Evade Local Restrictions and Come to Work, if the Area is in Lockdown? **NO**

**A9** You must obey the law and the quarantine regulations. For example, if your community is in full lock-down and there are no flights into your community or to the mine site, you cannot come to work via boat. You put everyone's health at risk if you do not follow the quarantine regulations.