

Contributions Committee
Koniambo Nickel SAS



Report 2012
www.koniambonickel.nc





KONIAMBO NICKEL SAS

SUSTAINABLE DEVELOPMENT POLICY

We are fully committed to the goal of sustainable development, which the Koniambo Project upholds. We manage our business by balancing social, environmental and economic considerations. We believe that operating to the strictest standards for health, safety and the environment, contributing to the sustainable development of communities, and communicating openly with all our partners regardless of their origin, enhances our corporate image and is a source of competitive advantage.

This approach enables us to develop our resource, open market opportunities, attract and retain the best skills, secure best-cost capital, and optimize risk management.

We comply strictly with all laws and regulations governing us and we aspire to achieve the highest international standards everywhere. We target the ongoing improvement of our performance in sustainable development and regularly conduct internal and external audits of our business to assure compliance with our policies and standards.

HEALTH AND SAFETY

We aim to provide a safe, non-hazardous workplace and to enhance the well-being of Koniambo Nickel SAS employees and contractors as well as of our neighbouring communities.

To achieve this:

- We take a proactive, visible approach to safety management and train all staff at all levels in safety management;
- We promote and uphold a culture of safety, an awareness of safety, and intentionally safe behaviour;
- We identify and then prevent, eliminate or control hazards to safety, human health and industrial hygiene;
- We actively encourage and monitor our contractors, partners and suppliers to ensure they understand and comply with our standards for human health and industrial security;
- We encourage and support the participation of our staff and surrounding communities in programs designed to enhance their health and well-being;
- We advocate and enforce a drug- and alcohol-free workplace;
- We take note, analyze and learn from accidents, occupational diseases and serious incidents;
- We maintain the operational integrity of our business; and
- We maintain preparedness for responding to and effectively dealing with emergencies and crises.



ENVIRONMENT

New Caledonia and the Koniambo area in particular offer a unique environment whose status, ecosystems and long-term viability must be protected.



To achieve this:

- We act as responsible managers of our company's assets and operate to strict environmental standards;
- We eliminate, mitigate or remediate the environmental impacts of our activities;
- We strive to continually improve the efficiency with which we use raw materials, energy and natural resources;
- We manage our activities to limit our direct and indirect greenhouse gas emissions and work with other organisations, governments and groups to address climate change;
- We limit emissions that are harmful to the air, water and soil;
- We avoid any net loss in biodiversity or ecosystems;
- We manage our activities so as to limit waste and its toxicity;
- We prevent or control the possible impacts of environmental incidents; and
- We work with all stakeholders to mitigate the environmental impacts of our manufacturing cycles and supply chains.

COMMUNITIES

The Koniambo Project strongly contributes to the social and economic development of the North Province.

To better achieve this:

- We establish transparent, active relations with our public partners and the communities, based on mutual interests for the long term;
- We respect the culture, customs, interests and rights of all communities;
- We strive to limit the risks and adverse impact of our activities on the communities neighbouring the Project; and
- We work with our public partners to create and support projects that benefit these communities for the long term, including projects outside our usual areas of activity.

EMPLOYEES

We maintain a safe workplace that is based on mutual respect, fairness and integrity.

To achieve this:

- We do not tolerate any form of workplace discrimination, bullying, harassment or physical assault;
- We treat all Koniambo Nickel SAS employees and contractors fairly, providing equal opportunity at all levels of the organisation and without bias;
- We hire and promote employees on the basis of merit;
- We provide fair remuneration;
- We highly value social dialogue with our staff members and their representatives; and
- We provide appropriate training and development opportunities, especially for the optimal development of local skills.



VALUES THAT GUIDE US

Members of the 2013 Koniambo Nickel Contributions Committee

Chairperson:

■ Jean-Louis THYDJEPACHE,
Director, Community Relations
and Corporate Social Involvement

Treasurer:

■ Yann PAILLE,
Cost Control Analyst

Members:

■ Alcide PONGA,
Director, External Affairs
Laurent FOGLIANI,
Director, Communications
Olivier CONSIGNY,
Director, Government Relations

Secretary:

■ Darling POANY,
Field Outreach,
Community Relations and Corporate
Social Involvement

Today Koniambo Nickel is now a key player in the lives of Caledonians, particularly in the North Province where we operate our mine and metallurgical plant. In this capacity, we are very sensitive to the changes happening in our living environment and, as much as possible, we strive to contribute to the various community-led activities in the areas that we find to be the most relevant and the most beneficial for the entire population.

With the experience that we have gained over the years, we find one specific area must be given priority: it is health and safety. Huge efforts are being made at the Vavouto site, especially to promote safe driving, both in and around the Koniambo Nickel complex and when commuting to and from work. We have introduced some mandatory safety campaigns for our employees in response to some serious accidents that have affected all of us. Our goal is to spread our concern for safety, as widely as possible, among all the workers involved in the construction of the plant. It is entirely up to us to put a stop to these deaths. It was therefore natural that we broaden our concern for the value of human life to include the related initiatives undertaken by the associations, agencies and communities, for which solicit financial help from us. We are convinced that the human values espoused and promoted by the Koniambo Project and the pride that rallies us together around a shared goal can resonate within all our neighbouring communities, for everyone's benefit.

We also continue to be equally committed, through our Contributions Committee, to expressions of cultural, educational and environmental values and to economic initiatives that enrich our rapidly evolving neighbourhood.

Peter Hancock
President, Koniambo Nickel

Areas eligible for support:

- Culture and the arts
- Social and community development
- Education
- Environment
- Entrepreneurship and job creation

Requests non-admissible for:

- Human health
- Political parties
- Individuals acting personally
- Religious activities involving only one community of belief
- Projects benefitting only Koniambo Nickel SAS or its employees and not of benefit to the broader community
- A particular team enrolled in a sports tournament or activity (the event itself may be eligible for support, but not a particular team)

www.koniambonickel.nc



CULTURE AND THE ARTS

→ MUSICIAN INSTRUCTORS TRAINING ASSOCIATION

Organization of the tribal jazz concert in the VKP area presented by the Association's young musicians and Wednesday afternoon for students

Contribution: financial

Contact: Gilbert Gorohouna, 47 30 33

Gilbert Gorohouna, Koné Branch, Conservatory of Music:

Our project was to hold Musical Wednesdays with artists from the region and the students of the conservatory. We needed funding to provide the musicians with good stage equipment and for them to be able to play in the tribal areas. Koniambo Nickel's contribution arrived quickly and it helped us to promote music in the VKP area.

→ SHAXHABIGN ASSOCIATION

Festival of dance, music and song on the Shellow site at Poum

Contribution: financial

Contact: Brice Porou, 85 77 60

Brice Porou, President of the Shaxhabign Association:

Our festival was created to break the isolation of our community in the Far North for the cultural barriers and especially the musical barriers. We held our 7th edition of the festival in 2012, and Koniambo Nickel has now supported us for three or four years, along with our other institutional sponsors. Koniambo Nickel is a reliable partner that eases the development of our estimated budget for the festival which is free for the Shaxhabign public. I always send a festival poster to Koniambo Nickel, and I imagine that the mine and plant employees come to Poum to enjoy the performances.

→ ÂNÔÛ-RÛ ÂBORO FESTIVAL

Funding for the Cèikî Award that recognizes and rewards the best local young producer and encourages producers to improve their skills in short film productions

Contribution: financial

Contact: Joan Wimian, 47 18 19

René Boutin, Artistic Director of the Ânûû-rû Âboro Festival:

One of our flagship events is our International "People's Cinema" Festival. We could have never pulled this venture off without the cooperation of an essential economic actor in the North Province, and we felt it was important for Koniambo Nickel to partner with us in this event.

Over and above its financial support, the Koniambo Nickel team participated actively in the festival by providing jury members and by awarding the Cèikî Award to one of our country's young film producers, not only as a reward for hard work but also as a showing of support for the achievement of future films. Through its jury members, Koniambo Nickel provides a critical review of the films made by our country's producers and enhances our local film productions. Year after year, the Ânûû-rû Âboro international documentary film festival enjoys a growing public following. The festival is a major cultural event, not only in New Caledonia but also among the world's professional filmmakers. Our success would not have been possible without the participation of partners like Koniambo Nickel.

→ HERITAGE AND HISTORIC ASSOCIATION OF VOH

Support for organizing the 2012 events

Contribution: financial

Contact: José Kabar, 47 37 36

José Kabar, Director of the Coffee Eco-museum: The eco-museum is managed by Voh's Heritage and Historic Association, which represents all of Voh's and especially Gatope's communities. The association has three activity fronts: environment, ecotourism and heritage.

Koniambo Nickel has supported us since 2010, at first for our general operations, and later for more targeted activities, such as the free recreational and instructional workshops we offer to children. We are in this way gradually improving the space devoted to them.

We can also produce our documents in English, considering that 19% of our customers are Vavouto residents, mainly the Asians, who are coffee enthusiasts.



HEALTH AND SAFETY

Sosefo Mataitaane, Coordinator, Emergency Response and Security

On 5 February 2004, well before the construction work had begun, there was a serious bus accident near Vavouto, at an access road to the mining concession (there is a bridge there now). It was the first time in New Caledonia that a Red Alert was triggered to rescue the many victims. Four people died, and 22 were injured, ten seriously.

At that time we already had a 20-member emergency response team trained in first-aid and rescue. Our operational base was between the massif and Kataviti offices. The guard on duty at the mine entrance that day heard the crash and reported it to me. I right away triggered the alert for us to go to the scene of the accident and help the police and paramedics that had come from Koné and Koumac.

We learned a lot that day, and the incident had a strong psychological impact on our staff. Some still refuse to talk about it, even today. The biggest lesson was that an accident can happen at any time.

The tragedy led to new highway laws for buses, but we are seeing that driving behaviour has yet to change. Despite the awareness campaigns on driving safety at Vavouto, drivers are not genuinely taking safety to heart and continue to play Russian roulette on the roads and highways.

→ DOMESTIC VIOLENCE AND WOMEN'S ASSOCIATION

Organization of prevention campaign events to address spousal abuse and domestic violence at Vavouto

Contribution: financial

Contact: Claude Tabeaud, 26 26 22

Claude Tabeaud, Treasurer, Sexual Violence SOS: We were organizing several activities in the VKP area and approached the municipalities and Koniambo Nickel for funds. We can now have a counsellor on duty every Thursday at the Koné dispensary. For its part, Koniambo Nickel asked us to come to its base camp and give four talks on spousal abuse and domestic violence. Our travel expenses were taken care of and we were able to launch our prevention campaign with the 93 men and women who attended the meetings.

The association and the company want to continue this initiative by holding additional meetings at the mine.

→ AÏKIDO NORD COMMITTEE

Purchase first-aid equipment for the aikido training centres

Contribution: financial

Contact: Lionel Dubourg, 79 83 82

Lionel Dubourg, Chairperson of the Aïkido Nord Committee: Our dojo wanted a defibrillator and some first-aid kits because we have some elderly participants at our training camps, which are sometimes held in remote areas. We had also developed a project for a



young person who has completed all the steps and is now in community training. Our application was quickly processed and we received a positive reply rapidly, but the money took a little more time to arrive. We now need to rally additional partners as the fundraising is still not completed. In return for this assistance, we will be offering introductory aikido sessions at the base camp.

→VOH, KONÉ AND POUEMBOUT MUNICIPALITIES

Purchase and installation of radar speed signs at the outer limits of three communes, and in the Oundjo area

Contribution: financial

Contact: Joël Boatate, 47 84 00 (Voh), Patrick Robert, 47 22 06 (Koné), Luc Tournabien 47 70 00 (Pouembout)

→VOH MUNICIPALITY

Purchase and installation of dumpsters at the Gatope beach and in the village

Contribution: financial

Contact: Joël Boatate, 47 84 00

Joël Boatate, Secretary General, Voh Municipality: The new mine and factory have resulted in many changes in the Voh community; for example, it has had to build a new school to handle the influx of pupils. Koniambo Nickel is mindful of this and offered to set up radar speed signs at the entrances to Oundjo and the village. It also provided dumpsters for the Gatope beach, where its employees and contractors come for rest and relaxation. We also asked Koniambo Nickel to help fund our Local Education Plan. Its contribution is helpful, but we have to renegotiate every year. We would like to strengthen the channels for communication and cooperation between the municipality and Koniambo Nickel.



SPORT

→ POUEMBOUT COMMUNE

Organization of a Skate, Roller and BMX Day with professionals

Contribution: financial

Contact: Luc Tournabien, Municipal Councillor, 47 70 70
Luc Tournabien, Assistant Mayor, Pouembout: Relations between the commune and Koniambo Nickel have not always been easy in the past, yet we have managed to build partnerships for holding a concert and a day devoted to sports as part of the Pouembout rodeo. The plans were to have staff from the base camp come to attend these events, but there must have been some obstacles since none of them showed up.

We are currently investigating the prospect of hosting Asian expatriates on our beaches during their days off. We have a friendly atmosphere and we hope that New Caledonians will see this in a positive light.

→ POYA BLUE CROSS CLUB

Financial contribution to help cover the travel expenses of Poya's volleyball team, which qualified for New Caledonia's championship finals

Contribution: financial

Contact: Frédéric Mercier, 47 32 30

Frédéric Mercier, President of the Poya club: We had asked Koniambo Nickel for funds in 2011 but in the end we received the contribution in 2012. Their support rounded out the contribution from the league so we could attend the New Caledonia finals. Two of our teams qualified, and accommodations and meals are the responsibility of the club.

The Sponsorship Committee's system is well done and the steps are easy with the documentation provided.

→ PROVINCIAL SPORTS AND RECREATIONAL COMMITTEE, NORTH PROVINCE

Organization of the North Province Inter-Communal Games

Contribution: financial

Contact: Ludovic Piquet, 74 07 67

Ludovic Piquet, Instructor for the Provincial Sports and Recreational Committee: Koniambo Nickel is partnering with the Inter-Communal Games for the duration. We appreciate both their financial support for our sports days, which are attended by nearly 5,000 young people from the North Province in the course of one year. We also appreciate its employees who come to invest time and energy in leading the instructional workshops. There is a genuine effort to start afresh with these activities, and we are coming to realize over the years that the children are doing increasingly better on the questionnaires they are asked to complete about mining.

→ TERRAVENTURE

Outreach by the association throughout New Caledonia to help residents from the tribes qualify for tourism opportunities

Contribution: financial

Contact: Miguel Até, 78 04 37

Miguel Até, President, Terraventure: Koniambo Nickel's financial assistance enabled us to help four young people train for their AKAV diploma (kayak, wind surfing/sailing, Va'a). It also let us purchase some canyoning equipment (ropes, harnesses, helmets, etc.).

We also invested in professional training for young people, helping them qualify for their BP JEPS-LTP and become licenced professional instructors in public recreation. We also invested in the cybercultural development of the Canala, Houaïlou and Kouaoua communes. Through these training opportunities, the young people are gaining familiarity with digital tools.

EDUCATION

→ KONÉ COLLEGE

Organization of a tour among a few local businesses for "Vocational Discovery" students

Contribution: financial

Contact: Rémy Lechiffre, 47 22 63

Rémy Lechiffre, Professor of Technology, Koné College: Every year for the last six years I have taken a group of Vocational Discovery (3-hour option) students on a tour of the scientific and technological industry clusters in Nouméa and to visit some training centres, institutions and businesses. We receive funding from several donors for our travel expenses, but Koniambo Nickel has been our biggest donor over the last four years. It may be noted that it is difficult to find other sponsors in the VKP area.

We would like to establish a real partnership for the duration, which would include a visit to Koniambo Nickel's site for these motivated students who are selected for the Vocational Discovery track on the basis of their achievements.

→ CADRE-AVENIR NEW CALEDONIA ASSOCIATION (FOR TRAINING NEW MANAGERS)

Organization of a conference

Contribution: financial

Contact: Yves Mignot, 76 45 93

Yves Mignot (President of the association): The association of the former beneficiaries of the programs "400 Cadres" and "Cadres Avenir" organized a conference to assess and analyze the perspectives of the plan. The financial support provided by Koniambo Nickel has been really valuable, as well as by the involvement of Sabrina Marlier and other employees that go through these programs. We also note that Koniambo Nickel strongly

emphasized the training of local people to ensure the operation of their site. All this allows us to clarify our direction for years to come.

POYA COLLEGE

Organization of an end-of-year student awards ceremony

Contribution: donations in kind

Contact: H  l  ne Lubin, 47 28 41

H  l  ne Lubin, Vice-Principal: We asked Koniambo Nickel to contribute to the work we are doing on citizenship with our pupils. We reward them for their behaviour at school, when they show respect for each other and get along. Our goal is to reinforce camaraderie, being mindful of the disabled students, knowing how to apologize, etc. We also want there to be a strong message from the region's leading employer, to allow the children to find their bearings relative to the labour market that awaits them. Pamani Siwa's contributions were therefore greatly appreciated, along with the gifts he provided that enabled us to reward many pupils.

→ SYMBIOSE ASSOCIATION

Funding, under an agreement, for creating two science caravans

Contribution: financial

Contact: Virginie Ruffenach, 24 98 45

COMMUNITY DEVELOPMENT

→ HIAN-KEET (OU  LISSE CLANS' COUNCIL)

Renovation of socio-cultural meeting place and construction of a community kitchen in the tribe

Contribution: financial

Contact: Ferdinand Ouedoy,

"Little Chief" of Ou  lisse, 78 98 62

Bouigou Tein-Boanou, member of the Ou  lisse Tribe Clans' Council: Koniambo Nickel's contribution was indispensable as it enabled us to renovate our socio-cultural meeting place. This is a sizeable initiative for the tribe, costing several million XPF, and we would not have been able to achieve what we did without this support that rounds out the contributions we received from other agencies.

North Province Tourism Economic Interest Group

Help with designing, making and installing a banner announcing the New Caledonian Tourism Fair at Kon   on 12 and 13 October 2012

→ GIE TOURISM NORTHERN PROVINCE

Contribution to the preparation and installation of the banner for the announcement of the tourism in North province fair in Kon   on October 12th and 13th, 2012.

Contribution: financial

Contact: Nellye Kamouda, 27 78 05

Nellye Kamouda, Communications Officer, North Province Tourism Economic Interest Group:

In 2010, the Koniambo Project's leisure committee asked us to organize a Mini Tourism Fair, which was held in September at the base camp. The goal was to inform the people working at Vavouto about the tourist activities and accommodations offered in the North Province. That Mini Fair gave us a clearer picture of what the Vavouto workers and expatriates wanted. In 2012, we absolutely had to organize a tourism fair for everyone living in the VKPP zone and the North Province, which we held on 12 and 13 October at Kon  . Since Koniambo Nickel is a very important economic stakeholder in the VKP area, we considered it important for it to partner with us in this event. They took charge of creating the kakemonos that were hung in the Kon   centre. We wish to thank Koniambo Nickel for its support because this first fair was very successful and we hope to hold one every two years.

→ KON   MUNICIPALITY

Purchase and installation of dumpsters and public restrooms in the village

Contribution: financial

Contact: Patrick Robert, 47 22 06

Gioiella Rousseaux, Manager, Urban Planning and Development:

Our joint initiatives with Koniambo Nickel began when we wanted to develop the multi-day backpacking trail on the Koniambo Massif, with help from the North Province. Our collaboration then broadened to include promoting health and safety among the citizens, which is a priority for both Kon   and Koniambo Nickel. The installation of speed bumps in the Green Acre subdivision thus came about, along with radar speed signs at the city limits. Koniambo Nickel was also receptive to the city's cleanliness issues and thus contributed funds for the new garbage cans and sanitary facilities for the employees who come to Kon   for rest and relaxation. We also came to an agreement on setting up a private property, with the owner's assistance, to host them more fittingly. There is a good spirit of cooperation because we share the same concerns.

→ THE HEART HOSPITAL ASSOCIATION (KOUMAC)

Purchase of 9 televisions for hospital rooms

Contribution: financial

Contact: Carine Sarazin, 99 10 31

Carine Sarrazin, President, Du C  ur Hospital: One of the purposes of our association, created in 2012, is to promote the well-being of hospitalized patients. Time passes slowly for patients, so we set about to install televisions in all the rooms. We asked Koniambo Nickel for funds in June 2012 and, thanks to them and the other donors, we received the televisions in October. Our patients are glad for their improved setting. The help and interaction with our contact person at Koniambo Nickel were most efficient.

THEIR PROJECTS ARE OUR PROJECTS

ARTS & CULTURE

- Musician Instructors Training Association
- Shaxhabign Association
- Heritage and Historic Association of Voh
- Pouembout Youth Sports Association
- Marguerite Association
- Inotux

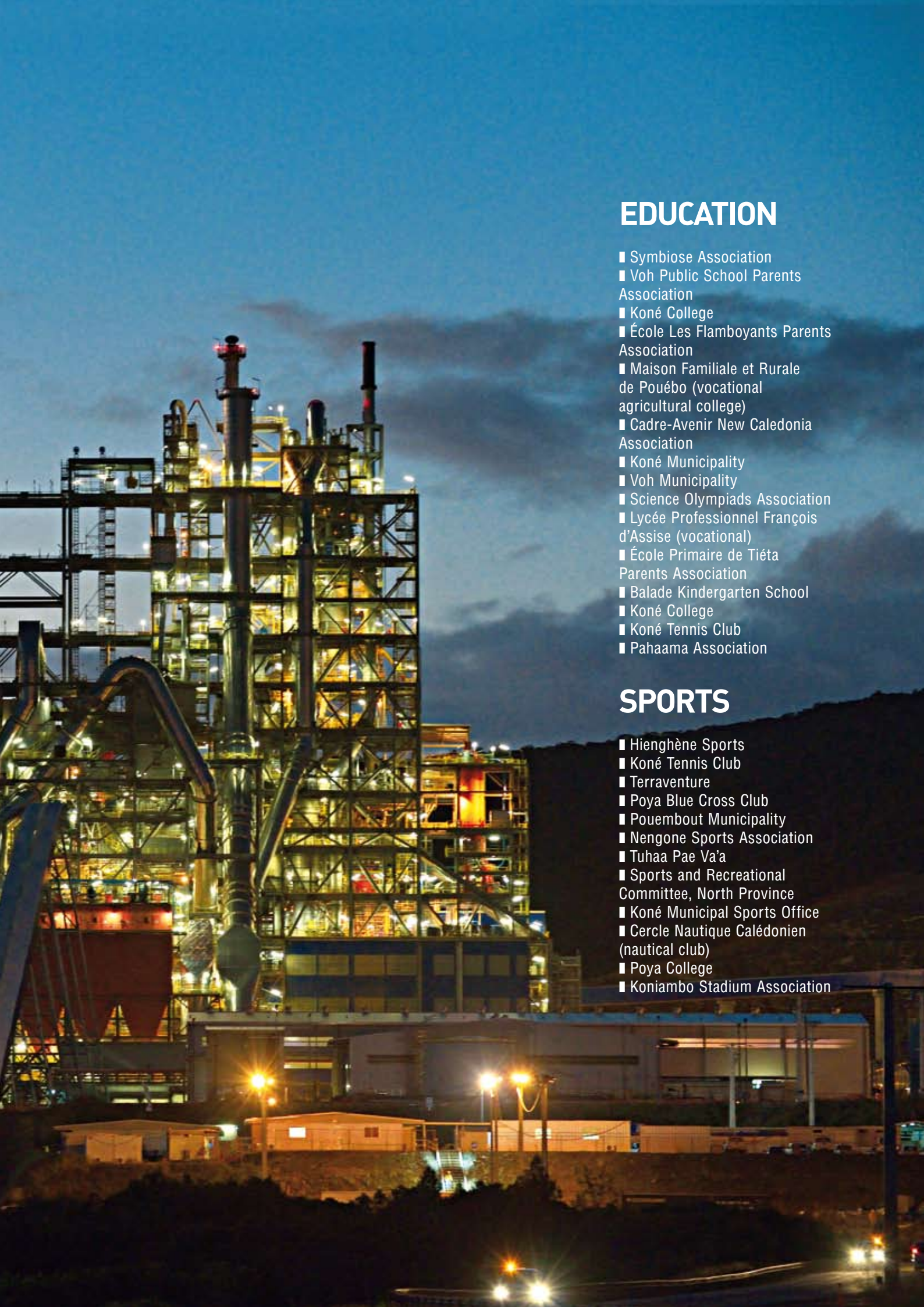
HEALTH & SAFETY

- Pouembout Municipality
- Domestic Violence and Women's Association
- Aïkido Nord Committee
- Koné Municipality
- Voh Municipality

COMMUNITY DEVELOPMENT

- North Province Fishers Federation
- North Province Tourism Economic Interest Group
- New Caledonian Association for the Quality of Life of Patients
- Cœur de Femmes de Voh Association
- Du Cœur Hospital Association (Koumac)
- Nez à Nez
- Ânûû-rû Âboro Festival
- Sabrina Virly, Author
- Hian-Keet (Ouéliste Clans' Council)





EDUCATION

- Symbiose Association
- Voh Public School Parents Association
- Koné College
- École Les Flamboyants Parents Association
- Maison Familiale et Rurale de Pouébo (vocational agricultural college)
- Cadre-Avenir New Caledonia Association
- Koné Municipality
- Voh Municipality
- Science Olympiads Association
- Lycée Professionnel François d'Assise (vocational)
- École Primaire de Tiéta Parents Association
- Balade Kindergarten School
- Koné College
- Koné Tennis Club
- Pahaama Association

SPORTS

- Hienghène Sports
- Koné Tennis Club
- Terraventure
- Poya Blue Cross Club
- Pouembout Municipality
- Nengone Sports Association
- Tuhaa Pae Va'a
- Sports and Recreational Committee, North Province
- Koné Municipal Sports Office
- Cercle Nautique Calédonien (nautical club)
- Poya College
- Koniambo Stadium Association



« I miss you even more,
than the day that you were late... »

Alcohol, drugs, speed, driver's incivility...
THE WAY WHICH KILL EVERY DAY !

ROAD SECURITY, WE ARE ALL RESPONSIBLE



For more information on the role and work of the Koniambo Nickel SAS Contributions Committee, please contact:

Darling POANY
Secretary, Koniambo
Nickel SAS Contributions Committee
DPOany@koniambonickel.nc

Koniambo Nickel SAS
External Affairs Office
RT1, Site de Vavouto
BP 679 - 98 860 Koné
Tél : 42 67 30