



ZIA Values Case Study

Tronox: Improving quality of life in our communities

In this new series of case studies, we highlight the work of our members and how it aligns with the ZIA values. In this case study, Nozuko Basson, Regional Manager, Communities and Corporate Affairs at Tronox shares information about the organisation's commitment to local communities.



About

As a vertically integrated producer of titanium dioxide and inorganic chemicals, Tronox mines and processes titanium ore, zircon and other materials, as well as manufacturing titanium dioxide products. With 6,500 employees, across six continents, the company has an unrelenting focus on operating safe, reliable and responsible facilities and a firm set of organisational values.

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We work to improve the quality of life in our communities by empowering communities, sharing science and engineering expertise, advocating for non-discrimination and social justice and actively promoting health and wellbeing.

There are many ways in which Tronox extols the ZIA values. In this case study, we highlight some of the ways in which they act sustainably by going above and beyond to protect communities.



ZIA Value

Sustainable by going above and beyond to protect:
COMMUNITIES

Corporate citizenship is an integral part of Tronox's global business. They work to improve the quality of life in the communities in which they operate by empowering communities, sharing science and engineering expertise, advocating for non-discrimination and social justice and actively promoting health and wellbeing.



They are also committed to resolving situations where operational goals may conflict with community goals, fostering respectful relationships and positive engagement with the communities in which they operate - from site exploration to site rehabilitation. Enhancing the life of the communities at its global sites is at the heart of its community relations strategy. The organisation aims to maintain open lines of communication to ensure they don't impact negatively on things like noise or emissions. Equally Tronox has programmes designed to meet the immediate needs of communities such as funding medical centres and building homes or supporting classes on literacy.

Tronox has a firm commitment to respecting the cultural heritage and values of those who have lived in the regions long before they began operating. The organisation has formal agreements with indigenous peoples so that they can work together respectfully. Each agreement is specific but generally includes provisions for:

- Work-ready training & mentoring programs
- Educational scholarships
- Indigenous community support programs & funding
- Protection & management of cultural heritage value
- Cross-cultural awareness
- Business opportunities
- Apprenticeships
- Traineeships





ZIA Value

Sustainable by going above and beyond to protect:
PEOPLE

Case study



Tronox holds a deep respect for the communities where they operate, which include the traditional lands of multiple Aboriginal groups. In their Northern Operations in Western Australia, Tronox has entered into an agreement with the Yued people in relation to its Cooljarloo West deposit. Regular consultation and meetings with the Yued people take place and funding is provided for various educational, sporting, and cultural endeavours, including scholarships, a memorial and funeral fund, and a community development fund. Tronox works in partnership with the Yued people to establish employment and business opportunities for the community to participate in the industry.





ZIA Value

Sustainable by going above and beyond to protect:
PEOPLE

In consultation with local Aboriginal groups, Tronox has developed Heritage Management Plans for all its operations. These plans include results from Aboriginal heritage surveys and assessments regarding areas of spiritual, cultural, and historical significance. This allows for ongoing identification, assessment, monitoring, protection, and management of their archaeological heritage.

The management measures include:

- Land management strategies, such as minimising disturbance areas and undertaking progressive rehabilitation.
- An avoidance strategy for specified cultural heritage objects.
- Recording, collecting, and storing Aboriginal stone artefacts.
- A protocol for the management of any previously unrecorded Aboriginal cultural heritage values.
- Training all employees on heritage preservation protocols and local Aboriginal cultural awareness.



Supporting education

Each Tronox site has a community programme that is focused on education. This is done by supporting schools with funding or expertise or providing local residents with intern work and apprenticeships.

For example, in Brazil the site holds an open day so that local residents can visit the site and tour the facility. Local schools are also invited to visit the site. These are fun events that people can come and enjoy. It is hoped that in future these young people will take up apprenticeship or employment opportunities with Tronox.



ZIA Value

Sustainable by going above and beyond to protect:
PEOPLE

Case study : South Africa



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The most important weapon against any challenges is education.

In South Africa, Tronox has invested in education in its host communities. It has supported local primary schools by upgrading and funding new buildings to ensure the communities have schools they can be proud of. They also supported a local high school by providing a new state of the art computer lab for learners. As part of driving transformation, diversity and inclusion in the local procurement spend, Tronox appointed local based black youth-owned and black-women-owned building contractors who further employed local people, thus providing additional employment opportunities for the community.

However, Tronox hasn't only supported education causes in South Africa.

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Every family deserves a safe, dignified house to call home, and we have the ability to help provide that for more than 1000 local residents. Supporting local communities in the ways they need it most is a critical part of our commitment to being a responsible corporate citizen.



ZIA Value

Sustainable by going above and beyond to protect:
PEOPLE

In the current Social and Labour Plan – 2018-2022, Tronox builds new homes for some of the most under served members of the Dube community next to Tronox's former Hillendale Mine. They now live in new houses built with Tronox funding. Tronox has financed the building of 185 houses to date, with the ultimate goal of building 214 houses. These are brick and mortar homes, built with higher quality materials, and will provide long-term housing solutions for more than 1,000 residents.



Vision: five years from now

Our ultimate goal is to become the industry-wide standard bearer for sustainability. We will get there by staying true to our approach to make intentional, well-planned steps forward to achieve our sustainability targets while living up to our core promise of delivering “safe, quality, low-cost, sustainable tons” of zircon, titanium dioxide (TiO₂) and other valuable industrial products.

More information on Tronox's sustainability work can be found on their *website* and in their *sustainability annual report*.



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ZIA operates a strict antitrust policy and Code of Conduct for all member communications and activities. Our members commit to ZIA values, which serve to encourage the industry to operate sustainably and with integrity.

