

MEDIA RELEASE

23rd June, 2025

BRAVUS MINING AND RESOURCES RECOGNISED FOR ITS WORK WITH OUTSTANDING INDIGENOUS BUSINESS

The success of Bravus Mining and Resources' partnership with First Nations business Biodiversity Australia has been recognised as part of the Queensland Resources Council's prestigious 2025 Indigenous Awards.

Bravus Mining and Resources Chief Operating Officer Mick Crowe said Biodiversity Australia being named as a finalist in the *Exceptional Indigenous Business in Queensland* category spoke to the quality of the environmental work the company had delivered for the Carmichael mine and its supporting infrastructure in central Queensland, and to the value of investing in Indigenous partnerships and regional procurement.

"We look to work with local contractors and suppliers wherever possible, and Biodiversity Australia is a great example of the capability of First Nations businesses in regional Queensland," Mr Crowe said.

"We believe that working alongside Traditional Owners and Indigenous communities isn't just about compliance – it's about creating lasting benefits.

"Our Indigenous Land Use Agreements and Indigenous Participation Plan guarantee First Nations people are an integral part of the Carmichael mine's operations, and we're proud to say that more than 10 per cent of the mine's workforce are Indigenous people."

Biodiversity Australia Managing Director Steve Noy said the partnership with Bravus Mining and Resources has been pivotal in enabling meaningful outcomes for Indigenous communities in North Queensland.

"Our engagement with Bravus Mining and Resources has created long-term opportunities – not just contracts. It has empowered us to invest in regional communities, expand our presence in Townsville, and support dozens of First Nations people into sustainable, purpose-driven careers," Mr Noy said.

Biodiversity Australia's collaboration with Bravus began in 2018 through the Carmichael Rail Network, delivering environmental consultancy and on-ground services in ecology, vegetation management, and fauna management. From day one, the company activated its award-winning Indigenous Pathways Model – a mentorship and training framework designed to increase Indigenous workforce participation.

This foundational partnership enabled Biodiversity Australia to establish a permanent North Queensland office in Townsville, which has since grown into a thriving operation. The Townsville office delivers services across mining and heavy industry, defence, tourism, and education sectors. Through the Indigenous Pathways Model, the company not only creates jobs, but also removes traditional barriers to workforce participation, offering flexible and culturally aware employment solutions that prioritise both family and community.

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The QRC Indigenous Awards will be presented at a Gala Dinner in Brisbane on Wednesday, 25 June 2025.

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EDITORS' NOTES:

Photo files attached with release.

Photo captions:

1. BioDiversityMain: The Biodiversity Australia team outside their Townsville office.
2. BioDiversity1/2: Biodiversity Australia employees working for Bravus Mining and Resources.

About the Carmichael mine

- The Carmichael mine is producing high quality coal for export to nations around the world that want to lift their people out of energy poverty.
- The mine has safely and efficiently ramped up to a consistent rate of production which is in the order of 10 million tonnes per annum.
- Townsville and Rockhampton remain the primary employment hubs for the Carmichael mine and we continue to recruit workers who can drive to site from Clermont and the Isaac Region.
- More than 1200 people work in permanent roles at Carmichael with more than 750 workers on site at any time while the others are on days off.
- More than A\$2 billion has been paid to regional Queensland contractors and businesses since construction began on the Carmichael project in 2019 and the mine entered operations in 2022.
- Carmichael coal is sold into the international seaborne export market and its ultimate destination depends on market demand.

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