

mine port

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Summer 2005



Exceptional Teamwork Builds Truck 217


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Good day everyone,
Due to the increase of e-mail these days I would like to provide some tips on how to keep your e-mail account at it's minimum amount....
- Dawn Willcott, IT - Information Technology Department 

50 years and beyond



Mine-to-Port is published for the employees, the retirees and the partners of IOC.

Message from the President

Iron Ore Company of Canada

1000, Sherbrooke W., Suite 1920, Montreal (QC) H3A 3G4



Monday, July 25, 2005

Dear Co-workers:

IOC is celebrating its first 50 years of operations this year; half a century, during which we have contributed to the economic and social development of Labrador City and Sept-Îles. We all have very good reason to be proud of this accomplishment.

Going forward, IOC plans to continue to enhance its position as a reliable supplier of high-quality iron ore pellets and concentrates for the global steel industry. This means investing in our manpower and in new equipment — and this is exactly what we are currently doing. More specifically, the last nine months have featured significant improvements in IOC's performance and this has coincided with an upturn in iron ore markets. Demand for iron ore should remain high for some time, and a number of producers are increasing their production in a variety of ways. For IOC, it is important that any potential expansion project be fully planned and managed in stages, in order to ensure its success. This explains the importance of the recently announced creation of a project team assigned to evaluating, planning and designing expansion scenarios for IOC.

We also intend to be among the world's lowest-cost producers. By producing more, we can achieve economies of scale, and we can do this by working better, more efficiently, more flexibly and, above all, more safely. Our pellet production records for the past few months speak for themselves:

January:	One-month production record: 5.5% increase in production, to 1,156,494 tonnes
January to March:	First-quarter production record: 7.9% increase, to 3,122,075 tonnes
April to June:	Second-quarter production record: 4.1% increase, to 3,442,134 tonnes
January to June:	Six-month production record: 8.8% increase, to 6,564,209 tonnes

These achievements are the result of professional, high-quality work.

The men and women who work for IOC are the pillars of the company and of the communities with which we have shared our destiny since the very beginning.

It is with pleasure that I thank you for your efforts so far this year and look forward to continuing improvements in the months to come.

Terry F. Bowles
President and Chief Executive Officer

1400 People Make an Assault on Injuries in the Workplace

E-mail seems to be more and more our way of communication. Please keep in mind that attachments should be detached into your e-mail or a local group where your project information is stored and shared. E-mail should not be for file storage.



IOC held its first-ever Safety Workshops designed to encourage all employees, including the workforce of vacation students, to develop a commitment with not only their colleagues but with themselves to improve safety in our working environment. We plan to conduct further workshops to engage our contractor workforce.



One of the Engineering teams in Labrador City working on safety suggestions.

Conducted on May 18th and 19th in Sept Îles and May 19th and 20th in Labrador City, IOC hosted “What will I do to make sure no one gets hurt?” Over 80 workshops were held across the operations covering more than 1400 people. Work teams participated in presentations and discussions focusing on current safety topics such as:

- 2005 injuries and incidents
- the importance of reporting
- the value of safety interactions
- implementation of Rio Tinto Safety Standards

Over and above presentations and discussions, the approach that made this unique to IOC safety awareness was the engage-

ment of all employees in providing safety improvement ideas and generating personal commitments.

The small work groups compiled a series of suggestions on “what I will do to make sure no one in my area gets hurt in the next 12 months” and from those, their top three ideas were submitted to JOSHE. The JOSHE Committee will assimilate the feedback and acknowledge the best ideas.

Everyone’s Involvement

In closing each session, employees wrote themselves or someone close to them a personal letter stating a commitment to improving 3 areas of safety. The letter was either sealed ready for posting or taken with them in an effort to remind individuals of their personal safety commitments. The letters were posted during July with the hope that this will create a discussion on safety at home and encourage personal reflection. It is up to each individual whether he or she shares their commitments.

Comments received so far indicate the workshops were an outstanding success, so far we have gathered information. What we do with that information and how we fulfil our personal commitments will determine the real success of this exercise.



A group from the Terminal in Sept-Îles listening to the presentation.

Environment, Safety and Health


SafetyNet - The Safety Coalition

Delete immediately what you don't need to keep. For example when an e-mail is sent to all user's about announcements and server downtime. These are meant to be read, some followed then deleted. 


As we announced in the last edition of Mine to Port, IOC formed a coalition with the Steelworker's Union, Memorial University and internationally recognised safety management specialists. Together they are working on a research project to develop a program for evaluating the effectiveness of our safety management systems.

The main research tool for the IOC component of SafetyNet was feedback from employees at all levels. Between May 24th and 30th, nine focus group sessions of 1.5 hours each were conducted involving 70 people plus 12 individual interviews in order to collect a variety of perspectives on safety management systems.


Here are the three different stages of the project :

 **1st stage**

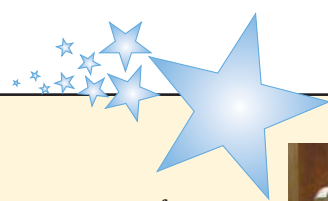
Although the findings have yet to be compiled, attitudes about the project are very positive.

 **2nd stage**

The findings from the data collected will be considered at a workshop in November that will include all partners in the SafetyNet coalition plus the external experts.

 **3rd stage**

From the workshop, common themes for evaluating the effectiveness of safety management systems will be identified and a Working Group from the SafetyNet coalition will meet in December to determine the next phase at IOC. Further testing of the common themes will be conducted at IOC during the first quarter of 2006 with the project concluding by June 2006.



Safety First!

On April 26, 2005, Duty Electrician Glenn Doman was performing his weekly check of mill motors and the emergency diesel generator. He noticed water in the slip ring box on the west motor of mill 13. He immediately had the mill stopped and corrective actions were taken. By having the mill stopped, this prevented a potentially serious injury and a catastrophic failure of the motor. His actions are a good example of an employee showing sound judgement and of taking ownership and responsibility for company assets to ensure they are protected.

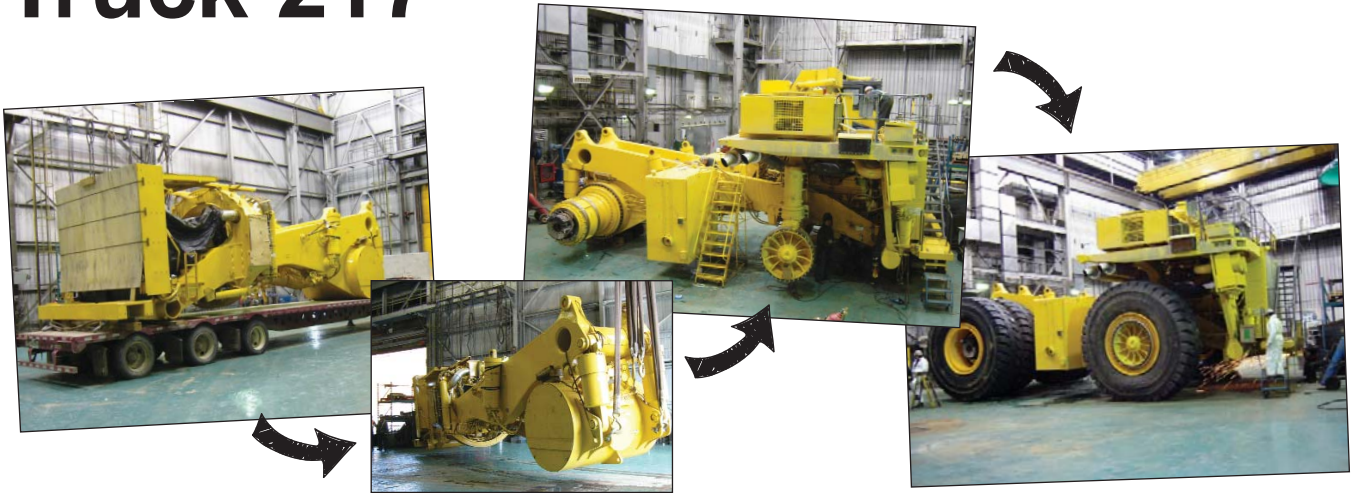
In the photograph, Glenn receives a token of appreciation for his quick action.

Keep up the good work, Glenn.



Bob Gagne, Superintendent - Product Manufacturing; Jerome Rideout, Team Leader - Concentrator; Glenn Doman, Maintainer Operator; Dwayne Edwards, Team Leader - Concentrator.

Exceptional Teamwork Builds Truck 217



Talk about efficient and effective teamwork!

Made up of employees from the Main Repair Shop, ATO, Field Operations and the MMF, this 11 person team rallied together and assembled the newest haulage truck to add to the mining fleet... **under budget and under time!**

Working 12 to 16 hour(s) days, employees completed the truck quicker

than anticipated through their astounding commitment to the project. The truck was finished in 11.5 days as opposed to the original 27-day quote, without injuries or equipment damage.

Bill George, Senior Team Leader - Mine Maintenance, said "Teamwork played an integral part of the overall success of this project. Everyone with the necessary skill sets was able to come together and work so productively in order to achieve this."

Putting together our own equipment

creates obvious added value: standards can be met through modifications; safety can be increased; an isolation point was added to comply with C1 Isolation; and various other improvements were added such as a handrail and kick plate ladder.

With the first truck in the fleet up and running there are still more to piece together and the team is anxious for the opportunity to tackle these projects so they can beat their own record of 11.5 days.

*A recent update:
The 2nd truck was assembled in
7.5 days with no injuries or incidents.
Go team!*



In the Hot Seat: Operators Maximize Running Time

Reply with History should be cautioned as well where it can go on and on with the first e-mail still attached at the beginning. This also can significantly increase the size of the e-mail.

Continuous Improvement has been the driving force for mine employees regarding every aspect of the work-place and one of the issues that's now being addressed is Hot Seat Change. A 'hot seat change' is a quick change between operators of equipment which safely maximizes equipment running time thus increasing productivity.

A special task force made up of employees who actually perform the hot seat change work were assembled to develop solutions that can ultimately make this project a total success.



Team performing Hot Seat Change.

- To date the team has:**
- designed a preliminary draft of the shift change and the Luce facility;
 - determined a location for the change area;
 - developed logistics for transporting employees to and from their work;
 - resolved timing issues;
 - developed the change area to accommodate the change out of haul trucks and Luce facility.

There will be a number of improvements made in the mining operation that will result in some good benefits, for example: a new lunchroom in a new location and a new washroom.

One of the ideas generated which will make this project successful and which shows the empowerment of involving everyone, is the idea of a new Express Bus. Simply put, employees working in the mine will board the bus at security and go directly to Luce Checkpoint. They'll get their shift duties on the Express Bus.

We would like to thank the team for working hard on this initiative, with everyone's cooperation we can make this a success.

SOP - Hot Seat Change



7:00-7:20 am/pm Bus starts route in Town and goes to the Gate



7:20-7:30 am/pm Switch to Appropriate Bus @ the Gate

Buses #4 and #5 will go directly to Luce Checkpoint. Bus driver calls in Shift Change is commencing while passing Blasting Light.



7:20-7:30 am/pm Private Vehicle Exchange @ Mine Office

Operators who drive their own vehicles will get on vans, parked at the Mine Office Building, which will leave for Luce checkpoint at 7:20. There will be a dispatch sheet on the bus to let these operators know which piece of equipment they will operate. These operators will quickly check in with team leader at Luce Checkpoint



7:40-7:50 am/pm Exchange:

Operators for Humphrey will get on the busses. These operators will conduct a semi-hot change at these two points:

Empty Truck - pre-start check and go to work

Full Truck - take to pocket, unload and do pre-start check



7:40-7:50 am/pm Hot Seat Change:

Luce truck drivers will commence hot seat change from checkpoint. Swaps will be in both directions using rotation rules. Pre start checks will be done empty, either at pocket or shovel.



Pellet Plant & Mill Bus Schedule Remains Unchanged



7:40-7:50 am/pm MEOs:

MEOs on "departing crew" will leave their equipment at shovels for shift change.

Luce shovel operators / MEOs will take vans to do a swap. They will return to Mine Building.



Lunchroom to be constructed. Tires will be used as berms which will be put in place to conduct Hot Seat pilot.



7:50-8:00 am/pm Change @ Mine Building:

All buses and vans will return to Mine Building. Everyone will then swap to correct bus to go home

Product Manufacturing

New Mag Plant Screen-House

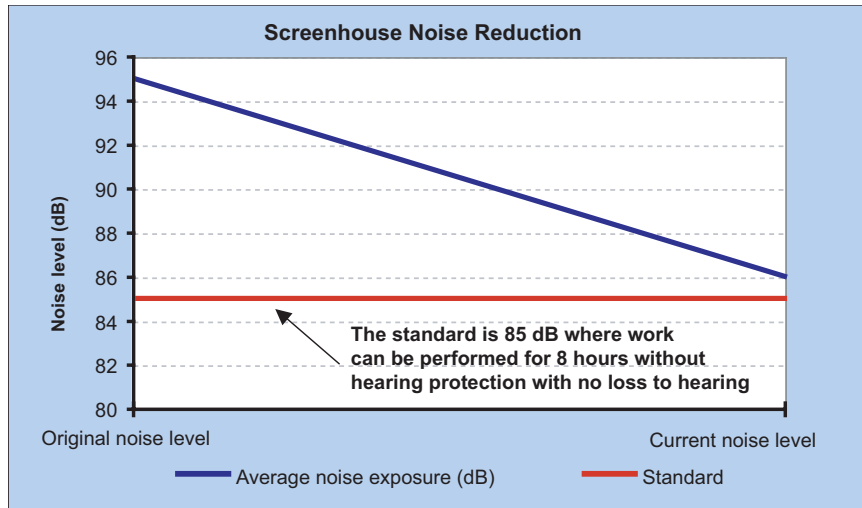
An efficient operation and a better place to work, achieved simultaneously

In mid 2001, as part of the Concentrator Upgrade Project, Derrick vibrating screens were installed in the Concentrator New Mag Plant Screen-House. After installation the screens were not operating efficiently from a throughput perspective and the wire-mesh panel wear life was extremely short. Additionally, the screens had created a very noisy and uncomfortable workplace due to the building specific acoustics and vibration.

Following numerous laboratory tests and in-plant trials, a solution that addresses both the performance and noise issues has been developed. The result, following a relatively small capital expenditure, has been the achievement of numerous operating and workplace improvements:

Operating improvements:

- Screen panel wear life has been greatly increased.
- Screening efficiency has been increased from 50% to 80%.
- Mag Plant production increased by 35 tonnes per hour on average.



Workplace improvements:

- Work platforms have been installed in between the screens to improve access, which significantly improves the ergonomics of working on the machines.
- The screen-house and surrounding areas are now much quieter, with previous work time restrictions now fully removed.

We should be very proud of our results. The leadership and persistence within the Concentrator Technical Services team was

the driving force behind these results. Plant Engineering also played a crucial role in bringing this project to a success through sound project management practices. Additionally, the Health & Hygiene department helped communicate short-term mitigating techniques, completed before and after assessments, and contributed to the financial justification.

It should also be recognized the tremendous efforts of the Operations and Maintenance Teams for their flexibility during this resolution process and their contributions to the end result.

Teamwork takes time, and it works!

- Operator Maintainer

"We the employees take great pride when reported hazards in the workplace are resolved."

- Operator Maintainer

"The improvements has made my job much safer with the absence of noise and vibration; thanks to those who made this happen."



Barry Pike, Operator Maintainer, working in the old screenhouse in the concentrator.

Sept-Iles Makes its Mark in Health and Safety

Good news to ring in the summer! General Manager, Michel Robitaille, was pleased to announce that Rio Tinto's health and safety audit proved **Sept-Iles to have one of the best health and safety records across all of Rio Tinto's business units world-wide.**

Occurring every one to three years each of Rio Tinto's divisions undergoes rigorous audit to ensure that minimal H & S standards are maintained.

Sept-Iles' 2004 report was not quite up to par, so Rio Tinto was back to ensure things had improved. And that they did. Excellent safety performance was achieved through the implementation of

Sept-Iles' innovative Champion & Guardian initiative, covering all safety standards and allowing for new health and safety standards to be developed and implemented. It's an evolution towards Best Practices for noise reduction, ergonomics, healthy lifestyles, etc. and, ultimately, towards Interdependent Safety.

	2004	2005
S* (Major non-compliances)	5	-
S (Minor non-compliances)	27	13
C (Commendable elements)	-	2

This indicates that QNS&L has some components already considered to be best practices that should be shared with other Rio Tinto businesses (C).

Overall compliance for Health, which was audited for the first time, was 96%,

something very extraordinary that will be difficult to match in the future.

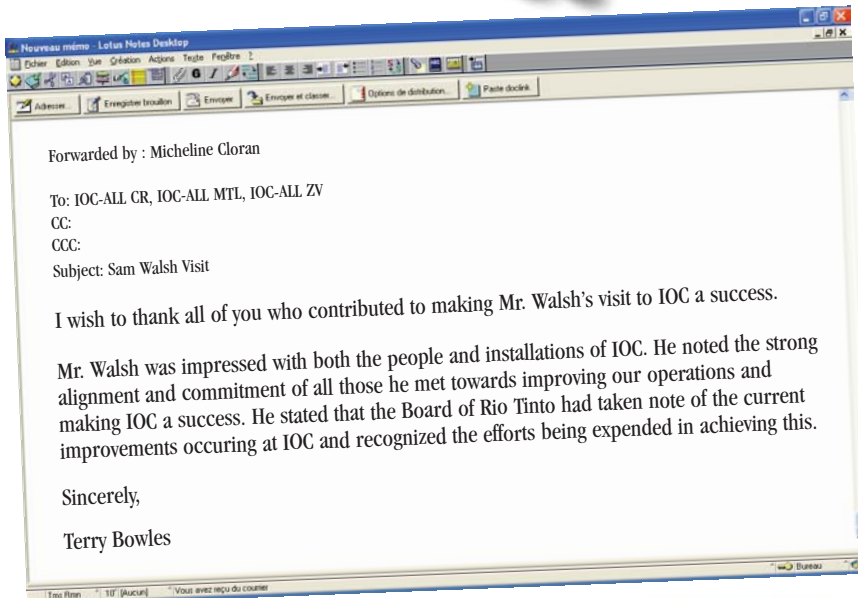
The auditors also noted that the majority of employees knew and applied the Rio Tinto minimum standards seriously, to ensure their safety as well as the safety of their colleagues. Meaning, IOC, has reached one of its main goals !

“The beauty of the *Champion & Guardian* structure is that the work is not over with the audit,” says Pierre Blackburn, ESH Superintendent. “This structure allows us to maintain the drive and keep improving the work place on a regular basis and at a regular pace. Everyone owns a piece of this triumph!”

Champions and Guardians of Safety Standards Iron Ore Company of Canada and QNS&L Railway

Rio Tinto standard	A1	A2	A3	B1	C1	C2	C3	C4	C5	C6
Issued: December 12, 2004	General Safety Systems	Change Management	Contractor Management	Recording and Reporting	Isolation	Electrical Safety	Vehicles and Driving	Working at Heights	Confined Spaces	Cranes and Lifting
IOC - ZV Champion	Michel Brazeau	Simon Dallaire	Eddy McKinnon	Michel Brazeau	Robert Girardin	Pierre Dubé	Mathiew Willet	Jean-Pierre Boucher	Pierre Blackburn	Alfred Fequet
Transport Operations	Marcel Leboulair	Claude Vaillancourt	José Riopel	Dominic Sirois	Eric Thibeault	Serge Fitzback	Claude Vaillancourt	Ghislain Boisvert	Denis Delcardo	Luc Masse
Track Maintenance	Benoit Méthot	Éric Labrie			Mario Lelièvre		Bruno Leblanc			Éric Labrie
C & S		Anne Derooy	Mario Boudreault		Anne Derooy					
QNS&L Shops	Robin Ouellet	Adriano Catino	Martin Thiboutot	Danielle Paquet	Frédéric Lesage	Yan Leblanc	Bertrand St-Onge	Carl Poirier	Pascal Nobécourt	Alain Vaillancourt
Locomotive Shops		Jacques Rioux								Bertrand St-Onge
Handling Operations	Daniel Pineault	Stéphane Houde	Caroline Marceau	Suzie Robichaud	Stéphane Houde	Rémi St-Jean	Lise Chenard	Bruno Yockell	Denis Beaulieu	Bruno Cormier
Mechanical Maintenance Handling			Alain Michaud							
Electrical Maintenance Handling										
Human Resources Administration	Caroline Hupé	Ghislain Paquet	Sylvain Lemay	Micheline Lebrun	N.A.	Bernard Coulombe	Bernard Bourque	Alain Gendron	Yan Duguay	René Larose

News from our Shareholders



RIO TINTO

Rio Tinto Half year results 2005: Record earnings from strong operational performance and markets

- First half underlying earnings of \$2,087 million were more than double those of the first half of 2004 (\$993 million).
- First half net earnings were \$2,165 million (first half 2004 \$1,611 million).
- Cashflow from operations was a record \$3,421 million, 69 per cent higher than that of the first half of 2004.
- Consistent operational performance enabled record volumes of most products to be delivered into strong markets.
- Higher prices increased underlying earnings by \$1,004 million and higher volumes by \$460 million.
- Construction of the major rail and port infrastructure expansion for the Western Australian iron ore operations remains on track.
- Commissioning of the port expansion has commenced and will progress through the second half of the year.
- An agreement to form a joint venture to develop the Hope Downs iron ore deposits further strengthens Rio Tinto's position as the prime supplier of iron ore from Australia.
- Approval for the construction of a new ilmenite operation in Madagascar and the associated upgrade of existing processing facilities in Canada is announced today.
- In addition to the increased 2004 final dividend, shareholders benefited from the return of \$774 million through the successful completion of Rio Tinto Limited's off-market buyback. As a result, over half of the \$1.5 billion capital management programme was completed within three months of its announcement, on favourable terms.

Summer 2005 - More than 200 Students Work at IOC

Investing in our Future

Once again students in Labrador City and Sept Iles are working through IOC's summer student program. Already, over 200 students are hired and working. "It's a true investment in the future of both the company and the community", declares IOC President and CEO Terry Bowles.

Selection of candidates is based on merit. To be considered eligible, students must be enrolled as full-time post-secondary students in the two previous semesters and returning as full time students in the following school year. Employed throughout

the Company, from mine to port, IOC provides the students with a variety of training opportunities including General Induction, EAP, WHMIS, as well as those related to their specific work areas.

Ultimately, students discover how IOC operates. Earning money towards their continuing education and acquiring first-hand experience in an industrial setting, students are helped to further their decision making on future career choices. For IOC, these employees ensure continued productivity during the peak vacation season.



Lindsay Pitcher, a Dalhousie University student works with Paul Pynn, Storeman.

Employees Develop New Mission and Values

Our current Mission and Values were introduced over 7 years ago. Since then IOC has experienced significant changes : we have different ownership, the marketplace has become increasingly competitive, and our workplace demographics are quickly changing with retirements and recruitment of new employees.

IOC's senior executive team drafted a new mission statement they felt reflects our objective as an organization and a set of values that will guide us in achieving our stated mission and also form the basis for improved teamwork and working relationships throughout our operations.

A workshop was then designed to introduce IOC's proposed mission and values and to solicit feedback from participants. Seventeen workshops have been conducted in all, including a workshop with the unions and a workshop with the GMs and Superintendents. In total 20% of IOC employees participated in the workshops and contributed their feedback, ideas and suggestions on the proposed new mission statement and values.

The workshops were delivered by Rhonda Fagan, Claire Truchon and Pierre Dubois (external consultant). Employee ideas, suggestions, recommen-



Montreal's office participating in one of the workshops.

dations and concerns were collected and compiled into a report, which was given to the senior executive team in early June. All feedback collected is being considered in the finalization of our new mission and values.

Organizational Effectiveness

A Sneak Peak into the Organizational Effectiveness Department

The team has been focused on several initiatives over this year.

The Way We Work

What: Focuses on effective team interaction and involves participation in experiential activities.

When: Will be rolling out this fall.

For whom: All employees.

By whom: Catherine Taplin, Claire Truchon and Glenn Andrews.



The organizational effectiveness team in Sept-Îles: Annie Ouellet, Yan Parisé and Claire Truchon.

Work Performance Review

What: A formal feedback tool; employees meet with their Team Leaders to discuss their performance.

When: Twice a year (June and December).

For whom: All employees.

By whom: Team Leaders. Rhonda Fagan and Claire Truchon have also been involved in developing the system, training leaders and assisting in the implementation

Training

What: Focusing on the training needs of the operations.

When: All year round.

For whom: New and current employees.

By whom: The Lab City team consists of: Catherine Taplin, David Harris, Leisa Standing and Jane Churchill, along with line assessors Norman Collins and Mike Kolanko. In Sept-Îles, the team consists of Claire Truchon, Annie Ouellet and Yan Parisé.

More info: The training team is critical in working with line managers to ensure that employees have the correct skills and competencies to begin their roles safely and productively.

Team Leader Modular Training

What: Training modules focused on developing leadership skills.

When: Over the past 18 months.

For whom: All Superintendents and Team Leaders.

By whom: Rhonda Fagan, Claire Truchon and Glenn Andrews.

Apprenticeship Training

What: Upscaling employees through trades training opportunities.

When: Currently in progress.

For whom: Apprentices will be selected for the program through a new selection process.

By whom: Wayne Kean.

Graduate Development¹ and Co-op Recruitment²

What: Hiring recent graduates to work in their area of discipline to get experience¹; Opportunity to experience paid work terms and obtain training².

For whom: Recent graduates¹; Students².

By whom: Carole Bossé and Jacqui Winter have been working at revitalizing these programs^{1,2}.

Make note that when compacting you cannot go back into your e-mail until it's complete. It will show complete at the bottom of the screen. Also if someone sends an e-mail to you while your compacting it may stop the process and you will need to start it again.



Keeping It Cooler Saves Energy

Two years of hard work by a project team have led to an energy efficiency and production breakthrough : the “Induration Advanced Process Control” project. The team were able to identify ways to :

- lower operating temperatures,
- lower pressure variability, and
- increase indurator throughput.

As a result, IOC :

- cuts its consumption of Bunker C fuel consumption per tonne of product by approximately 6%
- is saving 7 million litres of Bunker C annually
- lower yearly GHG emissions by 22 Kt of carbon dioxide equivalent (CO2e)
- further stabilise induration machine operation, which contributes to achieving our record pellet production performance.

Congratulations to team!!!



David Whitt, Operator Maintainer; Charles O’Keefe, Team Leader; Lawrence McLoughlan, Senior Technologist; David Pritchett, Process Technologist; Sheryl Morris, Senior Engineer; Paul Lee, Process Technologist Lorne Green, Operator Maintainer.

Absent were:

Bob Branton, Rick Casmeay and a representative from the Induration Maintenance Crew.

Product Manufacturing Safety Award



GM Quarterly Housekeeping Award 2005

Take Time for Housekeeping

Congratulations are extended to the Tailings team on winning the first ever GM’s Quarterly Housekeeping Award in Product Manufacturing. The combined effort of all area employees contributed to this display of exemplary housekeeping. Congratulations and well done.

Special mention is extended to the Chemical Lab, the Expansion Process Plant and Filtering & Balling.

The next GM’s Quarterly Housekeeping award will be awarded mid-year; lets ensure that there is some good competition.



Congratulations!

Congratulations to the ISO 9001 Area Management Representatives on achieving zero non-conformances from our recent external audit! The ISO 9001 team would like to thank everyone that contributed to this program throughout the year as the favourable result reflects a joint effort.

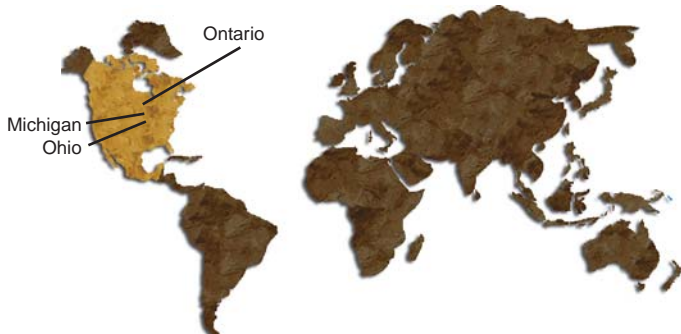


Wolfgang Vielhaber, Laboratory Coordinator; Bob Burton, Superintendent - Projects, Matt Simpson, General Manager - Operations Planning and Continuous Improvement; Martin Nevens, Senior Engineer; Patricia Horan, Chemist; Mark Blake, Geologist; Darrell Frank, Team Leader.

Customer profile

DOFASCO

IOC ore can be found anywhere on the planet. The Mine-to-Port team outlines the profile of important clients, all of whom expect the best products, at a competitive price and at the right time.



Fundamentals

Since its operations commenced in 1912, Dofasco has grown to be Canada's leading supplier of steel, providing clients throughout North America with the highest quality flat rolled and tubular steels and laser-welded blanks.

Dofasco's customer-focused "Solutions in Steel"™ strategy has positioned it as a leader in the steel industry, generating the motivation needed to produce record-breaking achievements: 2004 yielded record profitability, record shipments, and the highest proportion of value-added products ever shipped.

Dofasco:

- Operates in Canada, the United States and Mexico.
- Employs 7,400 skilled workers.
- Ships more than 4.8 million tons of steel annually.
- Achieved revenue growth in 2004 by nearly 20%.
- Earned a record consolidated net income of \$376.9 million in 2004.
- Acquired substantially all of the Quebec Cartier Mining Company (QCM) in 2005.
- Was listed on the Business Magazine/Hewitt Associates' 50 Best Employers in Canada 2004 study.
- Became the first steel company certified to Environment Canada's Environmental ChoiceM Program.

PRODUCTS

Hot rolled, cold rolled, galvanized, Extragal™, Galvalume™, Galvalume Plus™, tinplate, chromium-coated and pre-painted flat rolled steels, tubular products and Zyplex™ (a proprietary laminate), laser-welded automotive blanks and related components.

CUSTOMERS

Automotive, construction, energy, manufacturing, pipe and tube, appliance and packaging and steel distribution industries.

ENVIRONMENT

Dofasco is committed to meeting the needs of the present without compromising the future for generations to come by working with all stakeholders to improve its environmental performance by reducing, reusing, recovering, and recycling energy, raw materials, water and by-products.

Through its continuous work with provincial and federal governments and NGOs, Dofasco is developing environmental performance standards which will eventually become a fundamental part of the Environmental Codes of Practice under the Canadian Environmental Protection Act.

Dofasco has also developed innovative technologies which have enabled the creation of a world-class water management system and ground-breaking processes for making steel with radically reduced carbon dioxide (CO₂) emissions. Along with the effective management of secondary materials, Dofasco has become a world leader in sustainability.

In recognition of this environmental commitment, Dofasco has been listed on the Dow Jones Sustainability World Index every year since the DJSWI was started in 1999.



36 Birdwatchers in Sept-Iles



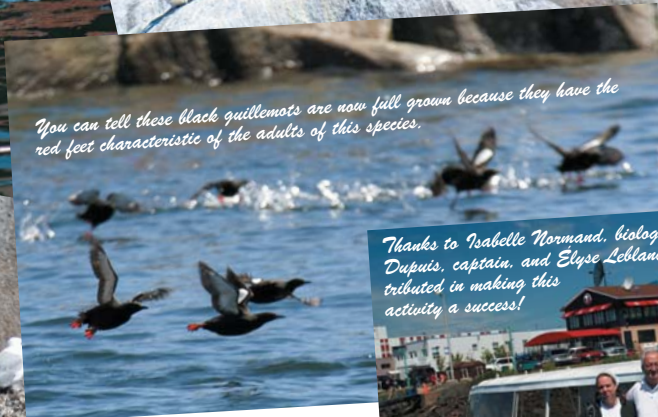
A little flock of double-crested cormorants sharing a rock with a seagull.



A small group of razorbills and common murrens resting on the rocks. The common murre is known to enjoy the company of other species.



A double-crested cormorant proud of its catch and ready to eat its prey.



You can tell these black guillemots are now full grown because they have the red feet characteristic of the adults of this species.



A few of the numerous black-legged kittiwakes observed in their nests with their young. The rocky cliffs of Corossol Island are the main nesting habitat of these species.



Thanks to Isabelle Normand, biologist; Jean-Yves Dupuis, captain, and Elyse Leblanc, guide, who contributed in making this activity a success!

A Word from...Rick Blundon

Early June, HKM came to visit IOC installations. During the tour, I noted several comments, made by our guests, that I found suggestive of a bright future if we continue to maintain our quality and our performance in terms of safety and production capabilities. Here is what I heard :

- We (HKM) are very satisfied with IOC pellets and concentrates. We use your products to balance out the impurities that come with the other ores we use.
 - The one thing we see that is common in Rio Tinto companies is how big you are on safety. It is one of the most distinctive characteristics.
 - IOC produces a strong pellet. Fines are a real problem for us and when pellets are weak they produce a lot of fines.
 - Very impressive plant and operation - it appears well organized and well kept.
- I believe that the whole IOC team needs to hear messages like these from time to time, these are very encouraging comments.

Rick Blundon, Safety Superintendent

Welcome to Our New Colleagues

Brian Barnett
Team Leader
Process Maintenance

Ken Beaudin
Maintainer Operator
Electrical 2
Communications & Signals

Mathieu Boucher
Operator Maintainer
Terminal

Patrick Brisson
Maintainer Operator
Electrical 2
Loco Shop

David Brown
Electrical Technologist
Engineering

Georges Camilli
Maintainer Operator
Electrical 2
Communications & Signals

Rodney Champion
Electrical Engineer Senior
Engineering

Lisa Chaulk
Civil Technologist
Engineering

Vincent Colbert
Operator Maintainer
Primary Ore

Norman Collins
Team Leader
Primary Ore

Steven Cranford
Analyst junior
IT Services

Terrance Crant
Team Leader
Garage

Sébastien Cyr
Operator Maintainer
Terminal

Darryl Decker
Electrical Technologist
Engineering

Yannick Dubé
Maintainer Operator
Electrical 2
Communications & Signals

David Dumaresque
Team Leader
Primary Ore

Rémi Gagnon
Dpt Assistant
Handling - Operations

Calvin Green
Operator Maintainer
Primary Ore

David Greene
Civil Engineer
Engineering

Patrick Gwilliam
Accountant Senior
Financial Services

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Mechanical Technologist
Engineering

In Memoriam

We extend our deepest
sympathy to the families of

Merrill Clarke passed away on February 7, 2005

René Colsh passed away on February 8, 2005

Theodore Barter passed away on February 10, 2005

Alexis Paradis passed away on February 28, 2005

René Raymond passed away on March 11, 2005

Alexandre Savoie passed away on March 11, 2005

Baxter Tulk passed away on March 14, 2005

Margaret Forrester passed away on March 16, 2005

Joseph Durepas passed away on April 11, 2005

Jean-Louis Collard passed away on April 13, 2005

Marcel St-Jean passed away on April 26, 2005

Roger O'Connor passed away on May 4, 2005

Gabriel Léon passed away on May 8, 2005

Hughie Rose passed away on May 16, 2005

Raymond Breton passed away on May 16, 2005

Marius Dumont passed away on May 31, 2005

John Foley passed away on June 6, 2005

Albert Power passed away on June 14, 2005

Correction Notice

In the Mine-to-Port Spring Edition 2005 there was a special Mine to Port Environment, Safety and Health piece on the President's Safety Award. In the photo the caption read Matt Hammond, Operator Maintainer however it should have read **Frank Hammond**, Operator Maintainer.

Your Mine-to-Port is now issued on recyclable glossy paper containing at least 10% of post-consumer fibre and colour photos at no additional cost. We hope it will be to your liking.

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