

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 10 / WINTER 2017



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A MESSAGE FROM OUR CEO

Well, the year continues to get more intense both in regard to increased challenges in our industry and unstable weather conditions. As winter approaches, many of our operations will experience problems with access, as have our north Queensland sites with recent heavy rainfall, causing numerous delays at the King Vol site due to flooded access roads. It is a reminder to us all that we need to take care while travelling to work, as well as during our work day.

SAFETY NEWS

Core to our values is safety. Safety is a continuous journey of improvement and recent months have shown some areas that I feel we need to improve on.

We need to be diligent in carrying out our work and ensuring that all efforts are made to comply with procedures and assist each other in ensuring a safe work environment.

Our commitment to training and personal development was demonstrated with the recent SHET Forum held in Adelaide in March. Collectively, we should be able to identify and address solutions for our safety issues and share experiences across all sites. However, we need everyone at all operations to be committed to establishing and maintaining the safety culture that will provide the basis for the safety systems that we have developed.



Safety is Everybody's Business.

BUSINESS DEVELOPMENT AND OPERATIONS

Our efforts to establish recently started operations continue. We are now established at Mungana, King Vol, and Thalanga in Queensland, with other operations continuing in the other states. We see regular reviews of operations in regard to design and capacity and remain flexible enough to work with clients through these changes. Examples of these operations are Carrapateena, Hera, Matilda and Mungana where we have changed scope since our tendering package or since we have established on site in response to operational reviews. These are opportunities for PYBAR to further develop working relationships with each client and to establish long term tenure at each particular site.

Our Technical Services team has been engaged in processing a continuing supply of tenders and expressions of interest. They range from large sized tenders down to individual drilling and raise boring scopes of work. PYBAR remains strong enough and flexible enough to accept this vast range of scopes, whilst wisely being prepared to

decline any opportunities that would affect our ability to deliver the quality of work that has been a large part of building our reputation. As a result, we have recently declined to tender for overseas opportunities that would affect our capability to deliver "local" jobs to our required standards. This is an indication of the expansion and growth in our industry.

The Henty Gold Mine continues its operations on the west coast of Tasmania near Queenstown. We are continuing production in some small and remnant areas while we continue our underground exploration drilling to find and detail further production areas.

At the Dargues Gold Mine, near Majors Creek in NSW, some infrastructure work has commenced to establish areas for the surface workshop, offices, core shed and laydown areas. Final design for additional surface dams has been decided and tenders are in progress. The concepts for the mill are being finalised and the award of contract for final design and construction is imminent.

COMMUNITY INVOLVEMENT

The support of local and associated community projects continues. In Orange, we recently supported the Camel Races which raised funds for Give Me 5 For Kids, a charity for sick children and their families throughout regional Australia, as well as again raising funds for the Cruisin' Along Trek, raising money for the Cancer Care Western NSW Lodge in Orange.

Other support was provided to the Leukaemia Foundation World's Greatest Shave and the WA Ride to Conquer Cancer.

CLOSING COMMENTS

We are committed to the safety and welfare of our employees whilst delivering the expected outcomes for our clients. Every one of us must be committed to the standards of safety and efficiency that PYBAR is known for.

Our industry is experiencing strong growth and that means challenges for us all. We need to perform our duties safely and efficiently as these actions will continue to confirm PYBAR and its employees as the better option. Our stability of employment is important as we see some jobs finish and opportunities provided for transfers and career development. Our employee CORE Awards scheme has proved popular and rewards those employees that seek other skills and commit to following our established way of doing our work.

All the best to everyone.

Paul Rouse - CEO



RISE OF THE RAISE BORE DIVISION

THREE YEARS, SEVEN RIGS, OVER 4,000M DRILLED!

Since 2014, our Raise Bore Division has undergone significant growth with our experienced and skilled crews completing multiple projects throughout Australia and offshore, and successfully drilling over 4,000m to date.

In 2014, PYBAR's Raise Bore Division was established with two raise bore rigs. In just three years, we have increased our fleet to seven under the direction of Phillip Viljoen, PYBAR's Raise Bore Superintendent.

Our current capability ranges from 750mm diameter boxhole slot rigs to 7m diameter shaft rigs capable of reaming 1,000m deep shafts.



Atlas Copco Easer L – 1000V Hydraulic Drive Machine

PYBAR'S RAISE BORE FLEET

Atlas Copco Easer L – 1000V Hydraulic Drive Machine

The Atlas Copco Easer L is a compact dual purpose rig specifically designed to drill both conventional rises and boxhole slot rises while maintaining a low profile.

Its capabilities span production slot rises in block cave, sub level caving and sub level stoping mines to drilling precondition holes, paste fill holes, drain holes and escape ways.

Reaming capability: 750mm up-hole slots, 750mm down-hole slots and 1.1m conventional rises for escape ways with deviation less than 1%.

Benefits to our clients:

- Wheel-bound, making it exceptionally easy to move between drill sites
- No site preparation or concrete foundation required
- High level of safety - no manual labour required for the installation of drill pipes, stabilisers or the reamers. All moving and lifting is done with the crane within a 4m radius.



Redbore 40 SDR – 1000V Hydraulic Drive Machine

The Redbore 40 is a small, compact rig designed primarily for production slot rises and escape way rises. It is a simple and straightforward hydraulic drive machine which makes it an ideal rig for delivering value and productivity.

Reaming capability: up to 1.5m diameter rises, up to 183m in length.

Benefits to our clients:

- Can be configured from conventional reaming mode to down hole reaming mode for stope recovery down slots, eliminating the need for bottom-hole access.



Redbore 50 MDUR – 1000V Electric Drive Machine

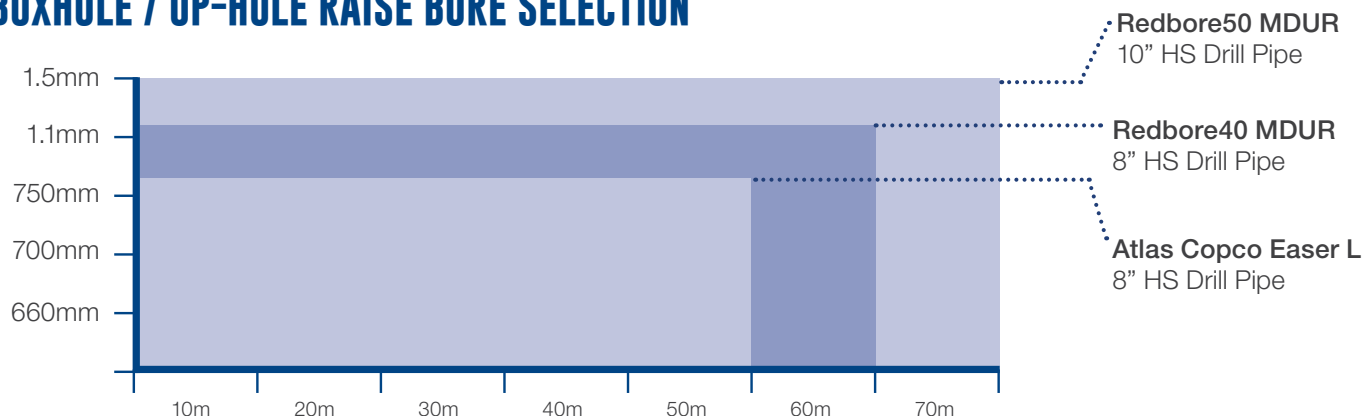
The Redbore 50 MDUR is a compact dual purpose rig specifically designed for conventional rises and boxhole slot rises while maintaining a low profile.

Reaming capability: up to 1.5m diameter up-hole slots up to 60m in length and conventional rises up to 2.1m in diameter and up to 183m in length.

Benefits to our clients:

- Features a retractable wrenching arm system, lay-down rod handler and electric PLC drive system which greatly improves transfer of energy, requiring less power during operations.

BOXHOLE / UP-HOLE RAISE BORE SELECTION



SBM 450 - 1000V Hydraulic Drive Machine

The SBM 450 is a compact dual purpose rig specifically designed for conventional rises and boxhole slot rises while maintaining a low profile.

Reaming capability: 700mm diameter up-hole slots up to 60m in length and conventional rises up to 2.4m diameter and 350m in length.

Benefits to our clients:

- The rig features a mechanised wrenching system, lay-down rod handler and hydraulic drive system which also greatly improves transfer of energy, requiring less power during operations.



Atlas Copco 61RH - 1000V Hydraulic Drive Machine

The Atlas Copco 61RH is a powerful, compact and lightweight raise bore designed to fit in smaller underground excavations.

Reaming capability: up to 3.0m diameter rises, up to 350m in length.

Benefits to our clients:

- Compact size making it an ideal candidate for mid-size ventilation raises, ore passes and escape way rises of all kinds.



SBM 800 - 1000V Hydraulic Drive Machine

The SBM 800 is a large diameter raise bore ideally suited for surface and underground ventilation raises, shafts and ore passes.

The rig is a compact lightweight design which fits into smaller underground excavations to ream large diameter rises.

Reaming capability: up to 6.0m diameter, rises up to 600m in length.

Benefits to our clients:

- Drilling operation is fully compatible with directional drilling technology, allowing the drill to deliver vertical excavation when needed.



RBR600-VF - 1000V Electric (VF) Drive Machine

The RBR600-VF is a large diameter raise bore ideally suited for surface and underground ventilation raises, shafts and ore passages.

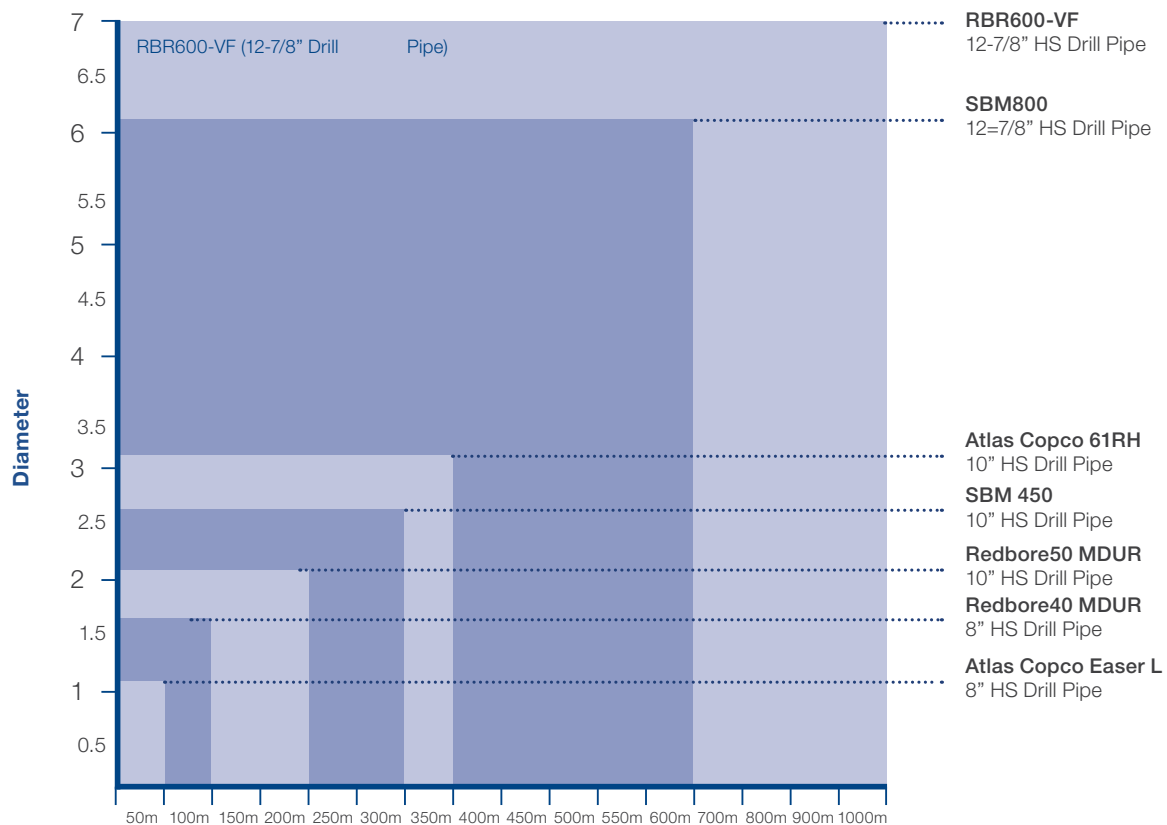
The RBR600-VF features a PLC system, allowing unprecedented control over the drilling process. The drilling operation is fully compatible with directional drilling technology, allowing the drill to deliver vertical excavation when needed.

Reaming capability: up to 7.0m diameter rises, up to 1,000m in length.

Benefits to our clients:

- Compact design provides a cost-effective method to drill large diameter raises while minimising costly underground excavations.

CONVENTIONAL RAISE BORE SELECTION



TENDER UPDATE



Four WINS for PYBAR!

OUR BUSINESS CONTINUES TO GROW AND WE OWE A LOT TO NOT ONLY OUR TENDER TEAMS BUT TO EACH AND EVERY ONE WHO'S HELPING TO BUILD OUR BUSINESS

Our reputation is important to us and it is through our teams (that's all of us!) that we can deliver the results and service excellence that our clients have entrusted to us. A big thank you again to all involved!

MINING PROJECTS

| Client | Project | Status |
|----------------------|---|----------------|
| Diversified Minerals | NSW - Whole of mine | WON |
| Newcrest | Cadia Valley Operations Rehabilitation Project, NSW - Project extension | WON |
| Kirkland Lake Gold | Cosmo and Fosterville Mines, NT and VIC - Development and production | Owner Operator |
| Dacian Gold | Mt Morgan, QLD - Development and production | Lost |
| Gold Fields | St Ives Invincible Underground, WA - Development and production | Lost |
| New Gold | Jubilee decline, WA - Development | Deferred |
| Saracen | Carosue Dam Operations, WA - Development and production | Deferred |

SERVICES PROJECTS

| Client | Project | Status |
|--------------------|---|--------------|
| Newcrest | Cadia Valley Operations, NSW - ITH Drill Holes | WON |
| Newcrest | Cadia Valley Operations, NSW - Raise bore and downreaming | WON |
| New Gold | Peak mine, NSW - Production drilling | Pending |
| CMOC | NorthParkes Mine E48 vent rise, NSW - Development & Raise bore drilling | Pending |
| Kirkland Lake Gold | Fosterville, VIC - Raise boring and boxholes | Pending |
| Gold Fields | GSM, WA - Production drill and cablebolting | Discontinued |



AUCTUS RESOURCES AWARDS PYBAR MUNGANA AND KING VOL CONTRACTS

A SIGNIFICANT WIN IN QUEENSLAND

In early May, it was officially announced that Auctus Resources had awarded PYBAR the contracts for the Mungana and King Vol projects in far North Queensland.

On 3 May we were pleased to officially announce that PYBAR has been awarded the development and mining contract at Auctus Resources' Mungana and King Vol projects. The contract covers 31 months service provision at Mungana and five years at King Vol.

PYBAR CEO Paul Rouse said: "Along with our recent contract award at Thalanga and long standing partnership at Mt Isa Mines, we are re-establishing our presence at underground projects in Queensland as we enter a new nation-wide phase of growth.

"Our focus at these sites, and operations-wide, is on building a close working relationship with our clients to deliver safe, rapid development and production - applying innovative technology and solutions where we know they can deliver value."

Mungana

The Mungana zinc, copper, silver, gold and lead mine is located 16km from Chillagoe in far North Queensland. The mine commenced operations in 2006 and went into a period of care and maintenance in 2012 under its previous owner. Auctus acquired the project in 2015 with the objective of recommencing production as soon as possible.

The contract at Mungana follows our successful completion of an early works program at the project which took place from September 2016 to January 2017. Following a competitive tender process for the early works, we commenced on site on 16 September under a four month agreement.

The scope of early works consisted of the rehabilitation of the decline, the re-establishment of underground services and electrical supply, and the commencement of waste development out to the orebody. By the end of December 2016, over 2,000m of decline had been repatriated, and access development was underway in the top four levels - 2225, 2200, 2175 and 2150 - of the planned sub-level cave.

The equipment fleet for the early works comprised of one jumbo, truck and loader which achieved up to 300 metres per month of development. On 31 December the ore zone on 2225 levels was accessed ahead of schedule and PYBAR was subsequently awarded the 31 month development and mining contract in February 2017 following a competitive tender process.

PYBAR has recently introduced a second jumbo to increase development rates, especially on 2225 and 2200 levels.

PYBAR will have a peak team of 72 personnel at Mungana.



"We are re-establishing our presence at underground projects in Queensland as we enter a new nation-wide phase of growth."



King Vol

The zinc-rich King Vol polymetallic base metal deposit is located 25km northwest of the Mungana mine site. The King Vol deposit was first mined in 1922 from shallow underground workings. The records indicate that about 2,200 tonnes of ore was produced before groundwater stopped the mine in 1925. Modern exploration in the King Vol area recommenced in the late 1960s and carried on under numerous owners until 2015 when Auctus acquired the project.

Auctus has since reached a number of development milestones, awarding the five year mining and development contract to PYBAR in February 2017 following a competitive tender process.

Since mobilising to site on 1 February, PYBAR has established the portal and ground support, developed the first 40m of the decline, and established the explosives magazines, temporary workshop and offices. Over the coming months the permanent offices, workshop, ablutions, batch plant and sewerage treatment plant will be established, as well as pushing the decline down and developing the first levels to begin production in the second half of this year.

PYBAR will have a peak team of 83 personnel at King Vol with equipment currently on site comprising a twin boom jumbo, LHD trucks, shotcreting and ancillary gear.



King Vol Mine

Located approximately 40km northwest of Chillagoe, Far North Queensland



INNOVATION AT CARRAPATEENA

ROLL-OUT OF INITIATIVES UNDERWAY

Carrapateena aspires to become one of the country's most technologically advanced underground mines. As we continue to position ourselves as a leader in innovation, we aim to provide regular updates on the various innovation initiatives we are rolling out at this pioneering project.

In our last newsletter we reported on some of the exciting innovation programs to be implemented at Carrapateena. While we continue to work through some challenges, we are pleased to report that several of the initiatives are now well underway or fast approaching implementation!

Wireless, real time tracking and data communications system.

Phase one of the roll-out of this sophisticated underground communications system is now approaching completion. This has consisted of a two-way underground digital radio system and the installation of wireless infrastructure which will make equipment visible to other enabled equipment in the work zone, reducing the risk of collision.

When all phases of implementation are complete, the system will allow real time communication and data transfer between supervisors and enabled vehicles and equipment. Operators will be able to directly input production information into the reporting database, allowing supervisors and other operators to monitor progress precisely and better prepare for the next critical-path activity, thereby increasing operational efficiency.

Semi-autonomous bogging for mine development.

In July, PYBAR will trial the application of semi-autonomous technology on one of its LHDs to allow for waste bogging to be undertaken while exhausting toxic fumes following a blast. By shortening the face cycle time, it is expected to deliver significant productivity benefits.

The system will allow autonomous navigation of the bogger (from the surface) from the loadpoint to the stockpile within the low visibility area without any operator guidance. The system can steer the loader while engaged in up to fourth gear if the roadway is suitable, hence optimising the cycle time.

The operator can then switch to conventional tele-remote function for the more complicated activities of bucket filling and dumping at the stockpile. All video and data transfer is via a wireless network over a fibre optic backbone.

Application of Sandvik DD422i jumbo.

Our new Sandvik DD422i long round jumbo commenced operation at Carrapateena in April and has been performing well to date!

These programs, and others, will be closely monitored over the coming months with a view to applying them at other PYBAR sites on a best-for-project basis.

Stay tuned for another update on Carrapateena's innovation projects in our next newsletter.



Semi-autonomous technology – an operator's station on the surface.



An operator view of the tracking platform on a tablet PC in the cab.



As we continue to position ourselves as a leader in innovation, we aim to provide regular updates on the various innovation initiatives we are rolling out at Carrapateena.

CORE AWARD WINNERS

RECOGNISING FEBRUARY, MARCH & APRIL WINNERS

FEBRUARY


PETER CORNELISSEN – SAFETY + RESPECT

SHIFT FITTER, HERA.

Peter was recognised for his high level of consideration for the safety of others and himself in the workshop and site areas. He handles incidents with great care.

BRETT SMITH – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER/ OFFSIDER, MOUNT ISA MINES.

Brett was nominated three times by his peers in February - well done! He has been recognised for his awesome handovers and always setting up the next shift. Brett's reliability and great work ethics haven't gone unnoticed by his fellow colleagues!


CHASE VON STIEGLITZ – SAFETY, SERVICE + RESULTS

JUMBO OPERATOR, HENTY GOLD MINES.

Chase was nominated three times by his peers in February. He stepped up into the role of Shift Boss when needed. He performed well, used forward planning and treated his fellow employees with respect while maintaining a high level of safety. He also suggested using a JSA for an out of the ordinary job. Well done Chase!


GEOFFREY DEAN NADEN – SERVICE + RESULTS

SERVICE CREW, CADIA VALLEY OPERATIONS.

Geoffrey's good reporting abilities and teamwork don't go unnoticed by the Cadia Valley Operations team. Good job Geoffrey!

MACIEJ MACIEJEWSKI – SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, MATILDA OPERATIONS.

Maciej always takes pride in his paperwork and completes all boxes without any mistakes. Every hour is accounted for making the task of data entry easy to follow. Thank you for your high attention to detail Maciej.

DANIEL MORRIS – SERVICE + RESULTS

RAISE BORE DRILLER, DEEP SOUTH.

Daniel is always willing to stay back after knockoff to help the team out, even if it is every day. Keep up the great work Dan!


MARK LYDALL – RESPECT

BOGGER OPERATOR, VIVIEN.

Mark is an amazing team player who does an excellent job working with all involved. He is a neat operator and ensures the machines are kept tidy while looking after everyone in the area.

GLENN TAYLOR – RESPECT + RESULTS

SITE PARAMEDIC, MOUNT ISA MINES.

Glenn uses his initiative to pick up rubbish all over the site and always goes out of his way to keep the site clean.

Going above and beyond the job requirements Glenn – thank you!

MARCH


AARON COOPER – SAFETY + RESPECT

DRILLER, VIVIEN.

Aaron was nominated for observing moisture on a trailing plug; he then waited for an electrician to inspect and rectify before coupling the plug to the power source. He also shows respect and consideration for his fellow crew – an example was when he organised a late meal for workshop personnel working back to repair his rig.

JENSON MORGAN – SAFETY + SERVICE

CHARGE UP OPERATOR, MATILDA OPERATIONS.

He was nominated for constantly delivering accurate shift documentation and completing tasks with a 'no problem' attitude. Well done Jenson keep up the good work!

DWAYNE SPEIGHT – SAFETY + SERVICE

BOGGER OPERATOR, HENTY GOLD MINE.

Dwayne was recognised for his work by a colleague who arrived to map the face. He had completed bogging the heading, the face was well washed, the work area very clean and he had used the bogger bucket to flatten and level the floor. It made the task faster and easier and access to the face safer.

KURT SWEENEY – SAFETY, SERVICE + RESPECT

SHIFT FITTER, HERA.

Kurt was nominated three times in March at Hera for a few things including using his initiative and forward thinking by making the underbody wash for LVs, making servicing easier with less mud to contend with on vehicle underbodies. He was also nominated for always willing to help out others when needed and his general enthusiasm and great workmanship!


RYAN HENDERSON – RESPECT + RESULTS

RAISE BORE DRILLER, DEEP SOUTH.

Ryan was nominated for putting his hands up to help out where needed. It was also noted that he's not afraid to learn something new.

PHILIP CHARLIE – RESPECT + RESULTS

NIPPER/ OFFSIDER, MOUNT ISA MINES.

Philip had five nominations in March. He does a great cross shift, never complains and is an asset to his team. He always treats colleagues with respect and is not afraid to jump off the jumbo and lend a hand to keep the job moving. Furthermore, he always leaves a clean and tidy work place.

Congratulations to all our worthy winners and nominees. There are some terrific and well deserved awards which we need to say a big thank you to! Keep on recognising your colleagues and don't forget to LIKE the PYBAR Facebook page to share and give all nominees and winners a big thumbs up!

SAFETY SERVICE RESPECT RESULTS



MICHAEL KERR – SAFETY, SERVICE, RESPECT + RESULTS

SERVICE CREW, CHALLENGER GOLD MINE.

Mick is known for training new people with a high safety standard. He has an exceptional quality of work.

MATTHEW QUINN – SAFETY, SERVICE, RESPECT + RESULTS

SHOTCRETER, CARRAPATEENA.

A special thank you to Matt with eight nominations from his team in March! Overall – Matt has been noted as 'being the hardest working bloke on the mine!' Matt has been recognised by his colleagues for staying back after shifts, doing split shifts and generally for going above and beyond the requirements of the job. He has also demonstrated true leadership qualities by working in a safe efficient manner at all times. Overall he is known for being an outstanding individual! On behalf of everyone, a huge thank you Matt..

AIDEN SCARR – SERVICE, RESULTS

PURCHASING OFFICER, PYBAR HEAD OFFICE.

Aiden had three nominations in March. He has been recognised for his knowledge and willingness to help other people through the business. He has been noted as 'exceptional and that the effort he displays is why this [CORE Awards] program was created'. He always goes above and beyond to help everyone. He finds solutions to problems and doesn't put them to the side for later. He has also been recognised as the backbone of the supply team, providing enormous support to his team members and site personnel.

APRIL



BRETT CASSIDY – SAFETY

SHIFT FITTER, MUNGANA.

Brett organised and installed yellow daisy chain barricades and signs for the workshop, while servicing jumbos and machines. He also relocated a fire suppression mauler head near the 4WD lever to prevent hand injuries by placing it over the ash tray! Thanks Brett!

SEAN INGRAM – SAFETY

SERVICE CREW, CHALLENGER GOLD MINE.

Sean noticed a slip on a pit wall while operating a truck. He didn't walk away from it but did something about it which demonstrated that he cared for the safety of his team and his 'great environmental awareness'.



DAVID DREDGE – SAFETY, RESPECT + RESULTS

PROCESS PLANT SUPERVISOR, HENTY GOLD MINE.

David was nominated twice by his peers in April for achieving good results from the processing plant area, with a strong emphasis on working safely and respecting team members. He came in to set up on days off to ensure a smooth plant start up, supported the process plant to achieve their April target, arranged ALS sample delivery at the end of his roster and worked with the tailings dam contractor to achieve the construction target. Well done David.

LEE CHAPMAN – RESULTS

PROCUREMENT OFFICER, PYBAR HEAD OFFICE.

Lee was nominated for her hard work and research into implementing the new uniforms. She always wants positive results for the company and is a great asset to the team.

MICHAEL KELLY – SERVICE + RESULTS

BOGGER OPERATIONS, VIVIEN.

Mick was nominated for his efforts on the loader and for clean ups. Mick is renowned for always lending a helping hand to others on his crew and nothing is ever an issue for Mick.



LANCE PRITCHARD – RESULTS + SERVICE

ELECTRICIAN, HERA.

Lance was nominated for going above and beyond his role requirements. While he is an electrician, he also operates the jumbo and cable bolter when needed on the day shift. Thanks Lance.

ROGER STEPHENSON – SERVICE, RESPECT + RESULTS

DRILLER, KING VOL.

Roger was nominated for going above and beyond his position requirements. He has been a key person in the recent recommencement of the King Vol project. He took full ownership of the mobilisation, client communication and training of new employees, ensuring the results that our clients expect. Roger also assisted with overtime whenever possible and always has the company's best interests in mind.

MARC WALFORD – SAFETY, SERVICE, RESPECT + RESULTS

SHIFT SUPERVISOR, DEEP SOUTH.

Marc has been recognised for his hard work. His nomination stated that they have never seen a shift boss work so hard. Marc is always giving a hand and is '10 steps ahead of everyone'.



THOMAS MARSHALL – SERVICE + RESPECT + RESULTS

JUMBO OPERATOR, CARRAPATEENA.

Tom was nominated three times by his peers in April. He gives excellent training and goes that extra mile by working back when needed. His paperwork is clear to read and he is always approachable for questions and clarification. Tom is in early for shift and in general is a good worker who helps the team.

HMR VALUES ROLL-OUT

DRILL SITE SAFETY FIRST

HMR Drilling Services introduces the PYBAR Group values across eight sites around Australia.

Over the three months from December 2016 to February 2017, HMR Drilling Services launched the new company values across the organisation.

A part of the PYBAR Group, HMR provides specialist underground core drilling and surface exploration services, an important service in PYBAR's total integrated offering.

"HMR's core business is providing contract underground drilling services, which is closely aligned with that of PYBAR's, so there was merit in sharing the same values," said HMR General Manager, Stewart McLeod. The last 12 months has seen HMR Drilling Services grow significantly to become a major player in the contract diamond drilling arena.

"Our leadership group has worked very hard to build a strong safety and performance culture and the adoption and roll out of the Group's values was a major part of that strategy," said Cameron Bray, Operations Manager.

Our values SAFTY, SERVICE, RESPECT and RESULTS were launched across the business in NSW, TAS and WA by Stewart McLeod and Cameron Bray. Over 150 employees were involved across our key sites:

- Norton Goldfields – Tuart & Bullant Gold Mines;
- Silverlake Resources - Daisy Milano, Cock-Eyed Bob and Maxwells Gold Mines;
- Glencore - CSA Mine;
- CBH Resources Broken Hill Operations - RASP Mine; and
- Diversified Minerals - Henty Gold Mine.

Safety at the coal face.

The values roll out had a strong safety theme with the objective of improving safety at the 'coal face' or in our case, the drill platform. The three areas of focus with the goal of zero harm are:

- drill site setup and fit for purpose plant and equipment;
- systems and processes, procedures and training; and
- safety culture and mindset (leadership and values).

We understand that safety is a continuous journey; and that we all have a responsibility to monitor, measure and take action when needed. This is then backed by all our values to guide the way we work.



HMR GM, Stewart McLeod presenting one of March's winners, Donna Roberts with her CORE Award certificate outside the HMR office in Kalgoorlie.

INTRODUCING CORE @ HMR.

In conjunction with the values, the HMR CORE Awards were also introduced in January to recognise team members who exemplify our values in the way they work.

CONGRATULATIONS TO OUR WINNERS

JANUARY

- Ben Fobister – Service
- Travis Jones – Safety

FEBRUARY

- Keta Belchin – Results

MARCH

- Lance Hoff – Respect
- Donna Roberts – Service

HMR Drilling Services joined the PYBAR Group of companies in 2013 adding state-of-the-art drilling equipment and technical expertise to PYBAR's nationwide-wide mining service infrastructure.

HMR's experience ranges from grass roots exploration to large scale definition drilling with primary capabilities including surface drilling (resource models and geo-technical) and underground diamond drilling (grade control and exploration).

Drill Fleet

- 3 x Mobile Carrier rigs
- 4 x 400 Series Skid Steer drills
- 17 x LM90 Platform drill rigs
- 2 x Boart Longyear LF90D surface drills
- 1 x Schramm Track Mounted RC drill.

A VISION TO BE INDUSTRY SAFETY LEADERS

PYBAR'S FIRST SHET FORUM

SAFETY is our core value and the SHET Forum is one of the new initiatives we are implementing to ensure our systems and processes are subject to continuous improvement.

On 22 and 23 March, the entire PYBAR SHET (Safety, Health, Environment and Training) team convened in Adelaide for the inaugural PYBAR SHET Forum.

The two day event allowed staff to put faces to names, to work together to solve problems being encountered on site and to develop a strategy to ensure PYBAR's position as a safety leader.

The first day of the forum commenced with an overview of our safety management system and what it is anticipated it will look like in the future. Importantly, it was also an opportunity for staff to gain a greater understanding of the purpose of the system. The modules of INX were also reviewed, with staff offering views on how to better utilise the new software.

Problem-solving for continuous improvement.

Site staff then presented solutions to questions collated from site issues that had arisen during the months leading up to the forum which included:

- How can we improve our pre-shift meetings to better engage the workforce?
- How do we ensure training records are kept up to date at all times, and how can we reduce training material/time while still ensuring competency?
- What are the challenges/solutions in addressing safety and training in a high employee turnover mine?
- How do we assure our current and potential clients that we can manage safety better than our competitors?
- How can we better engage senior staff (project managers, foremen etc) in SHET programs?
- How can the graduate program be improved?
- What do we need to do to improve project start-ups?

All staff made a concerted effort to address the questions, with many of the suggestions being repeated on day two, where the team worked through developing a strategic plan for the SHET Department.

The group also worked together to develop vision and mission statements for the Department.

Vision: To be the industry safety leaders through our commitment to innovation, adaptability and our people.

Mission: To provide our stakeholders with safe and competent people.

Strategic plan for better safety.

The team then conducted an environmental scan and SWOT analysis to better understand the capabilities of the SHET team and the wider PYBAR Group before setting the key objectives of the plan.

After extensive debate, the team settled on five key objectives for the next one to two years with detailed strategies on how they can be achieved.

SHET key objectives 2017-2018.

1. To have a fully automated and paperless training system by May 2018.
2. Develop an outline for resources required for safety and training on new and existing projects by December 2017.
3. Formulate professional development plans for 100% of SHET staff by December 2017.
4. Create a framework for SHET communications by December 2017.
5. Assist operations to reduce the TRIFR (total recordable injury frequency rate) by 15% by June 2019.



The SHET team – working together through SWOTs and addressing questions.



DARGUES TEAM JOINS LOCAL FIREFIGHTER CREW

SAFETY – A COMMUNITY EFFORT

Our employees at the Dargues Gold Mine joined the NSW Rural Fire Service as part of the Majors Creek crew.

In May, a number of the Dargues Gold Mine team joined the NSW Rural Fire Service as part of the Majors Creek crew following the completion of the Basic Firefighter assessment program.

The practical assessment was the culmination of a series of modules delivered over several weeks to the staff volunteers by the local Rural Fire Service captain.

The assessment program involved crews being taken through seven 'stations', each set up with a practical scenario where they had to work together and draw on theoretical knowledge to complete the task at hand. The stations included extinguishing fire, property protection, pump preparation and testing, dry firefighting techniques, fire extinguishers and fire hydrants.

All staff involved passed on the day with commendations for pitching in to get tasks completed on time received from both the assessors and crew leaders. The training program is nationally recognised and will count towards the establishment of a site emergency rescue team.



Crews had to work together and draw upon theoretical knowledge in order to complete the tasks.

Steel couplings to ensure secure restraint of steels.

SAFER TRANSPORT OF STEELS

INNOVATING FOR CONTINUOUS IMPROVEMENT

Innovative thinking and solutions for the continuous improvement of our safety and our service can be found in all facets of our business and it's a quality that's valued highly by PYBAR and our clients.

Steve Hartwig, one of PYBAR's senior shift supervisors at Carrapateena, recently initiated the fabrication and fitting of drill steel, mesh and bolt racks for the mining utility. With an idea borne out of experience, Steve asked Dylan Harvey, our on site P/J light vehicle fitter, to make up the racks which safely hold the ground support and drill steels for transportation from the surface to the underground working faces.

The drill steel racks positively hold the steels using their end threads at the rear of the tray. In the past there have been numerous incidents where steels have moved in the tray and made contact with ventilation ducting or worse, the wall, leading to significant incidents. The bolt rack is designed to be used with restraint nets to provide safe transport of the ground support bolts and has a thickened steel plate at the front headboard to prevent damage to the utility during loading of the bolts into the tray.

Safety features reducing hazards.

The mesh rack on the side of the ute has several beneficial safety features including fold away hooks to make them less of a hazard when not in use, and safety chains to lock the mesh sheets on while being transported to ensure they don't bounce off the hooks during the trip underground.

Full marks to Steve and Dylan for their forward-thinking, attention to detail and professionalism!



The racks fitted to the utility safely hold the ground support and drill steels for transportation from the surface to the underground working faces, greatly improving safety and reducing the potential for damage.



Steel couplings to ensure secure restraint of steels.



Steel rack in use.

NOT JUST ADMIN

FROM TIMESHEETS TO DATA MANAGEMENT THIS TEAM HAS IT COVERED

PYBAR has over 20 site administrators across the country responsible for project administration. Our site administrators provide crucial support to ensure effective operation of our projects.

From entering timesheets and data entry, producing reports, processing invoices, coordinating travel, managing rosters, through to working with the projects team in submitting the monthly claims, our site administrators are heavily relied on to keep all things at each of our sites ticking along.

We understand sometimes it may appear thankless, but we just want to say a huge thank you to you all!

“Our Site Administrators are crucial members of our site management team. They are the central point of our dynamic site operations and are always up for the urgent challenges that are asked of them on a daily basis. We appreciate the work that they do, and certainly miss them when they are not there” said our COO Brendan Rouse.

Let's meet some of the team...

Rhiannon Nowlan



Rhiannon has been with PYBAR since 2011 holding a number of administration positions in the company.

She has worked as a Site Administrator at Cadia Valley Operations, CSA and Northparkes; along with a 12 month stint in HR. Today, Rhiannon works closely with the operations team as the Operations Administrator based in our Sydney office, providing assistance and guidance to our site administrators with their project administration, new starter training and development and roll out of new site administration processes.

Toni Bell



Toni is a long term PYBAR administrator with 10 years of service. She has worked across many PYBAR projects including Northparkes, Cadia Valley Operations, CSA, Hera, Red October, Bentley, Challenger, Carrapateena, Matilda and Vivien.

Toni is currently our East Coast Site Administrator providing training and cover as required to ensure the smooth operation of each site.

Ashleigh Coleman



Ashleigh has three years of site administration experience primarily at Deep South in WA.

Having first joined PYBAR in 2014, she recently returned to our company as our West Coast Site Administrator providing training and cover as required.

“Our Site Administrators are crucial members of our site management team. They are the central point of our dynamic site operations...”

OUR VALUED SITE ADMINISTRATORS!

Equally valued is our team of site administrators who all work tirelessly to ensure our project sites run smoothly. Your efforts are very much appreciated!



Mardi Reddan
Cadia Valley Operations



Erinne Ostini
Cadia Valley Operations,
Drilling, Raise boring



Lauren Dadleh
Carrapateena



Rebecca McDonald
Carrapateena



Aundreau Cain
Challenger



Kirsty Marr
Challenger



Yasmin Bateman
Deep South



Justine Darke
Deep South



Christina Van Der Westhuizen
Henty



Sally Dye
Hera



Kim Portegys
Hera



Evelyn Ong
Matilda



Christine Woodham
Matilda



Ce'Nedra Skelly
Mount Isa Mines



Pamela Nascone
Mungana / King Vol



Kacie Schmidt
Mungana / King Vol



Julie-Ann Lymer
Thalanga



Katherine Kelly
Vivien



Natalie McLeish
Vivien

IPLD ROLLS OUT

IMPROVING OPERATIONAL EFFICIENCIES

We are working hard to enhance operational efficiencies across the business and the iPlod roll out is one of several initiatives we have recently implemented to improve data transfer.

In our last newsletter we revealed a few of the programs that we are implementing to improve data capture. The iPlod system is one such initiative and we are pleased to report that the roll-out is gathering momentum. Hera Mine has been running iPlod for all operators plus summaries for shift bosses for over a month and the crews have adapted well to the change. iPlod is currently being trialed at several of our other sites, with Deep South the next site to undergo full roll out. It is expected that iPlod will be up and running across all sites within six months.

Data validation, greater accuracy, safety checklists and more!

The system allows each operator to input their plod data directly into a tablet, and the data is then uploaded to a local version of the Web-BAR database for the supervisor to validate and approve. Site administrators can then easily import this electronic data into the central production database for reporting.

Initially it was thought that the main personnel seeing benefit in terms of time saving would be the shift bosses, site administrators and site engineers, with any benefit to the underground operators being limited to no more time required than paper plods.

However at Hera most of the operators now prefer the iPlod to paper plods! Here's some feedback on the benefits of the system:

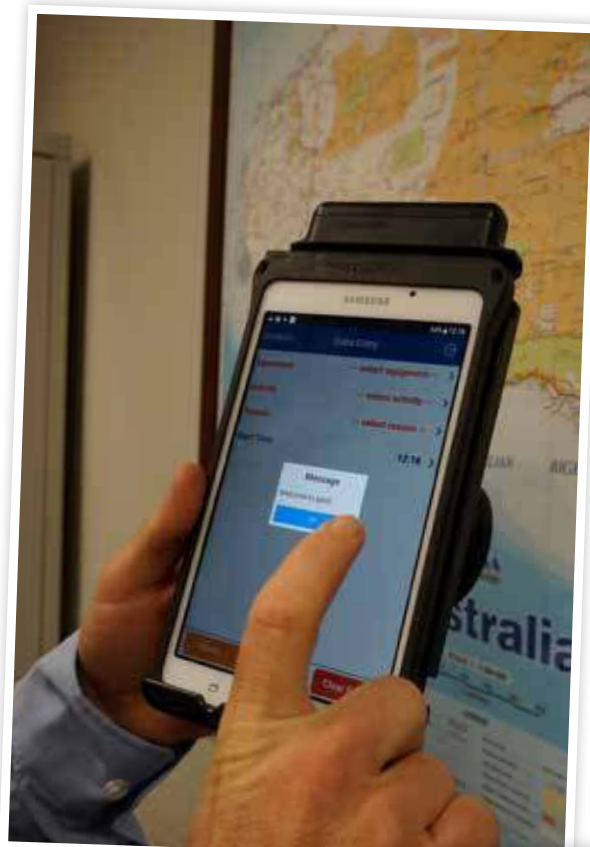
- iPlod speeds up data capture allowing more time to be spent validating data and planning the next shift.
- Point of entry data validation, simple data validation process;
- Visibility of data and QA controls;
- No fuss importing of data into production database;
- Easy and effective tracking of productivity and delays - identify bottlenecks and allow for continuous improvement;
- Simple to implement;
- Simple to maintain;
- Flexible yet structured data capture (allows for unforeseen events during the shift, but all tasks have defined metrics to be gathered); and
- Uncomplicated interface to electronic data.

The app is easily configured to capture different data for different machines which means we only capture the machine specific data we need (eg. tonnes and TKMs for trucking, drill metres, holes, bolts and mesh for jumbos etc.).

The devices will also allow operators to input their prestart and daily safety checklists, like TWIs, directly to the tablet where work flows can be organised, if necessary.

Feedback from our crews has been very positive with the app easy to use and already saving time. It's great to see everyone embracing the new system!

As we continue to improve iPlod, we expect even greater efficiencies and more accurate and detailed data capture!



Tom Seiler – Senior Mining Engineer.



iPlod has been well received and is already delivering some valuable time savings for our crews

PYBAR SPONSORS THE WESTERN AUSTRALIAN SCHOOL OF MINES (WASM) WALLABIES

HONOURING THE MEN AND WOMEN WHO HAVE PERISHED IN THE LINE OF DUTY

On 2 May 1972, a fire broke out in the Sunshine Mine, near Kellogg, Idaho, USA. Carbon monoxide, heat, and smoke spread quickly through the tunnels, hampering efforts of rescue workers.

On the day of the Sunshine Mine tragedy, 178 miners were working in the mine. Initially, 85 miners escaped safely and two more were rescued seven days later. On 13 May, the 91 victims who did not survive were brought out. The tragedy is the USA's worst hard rock mining disaster since 1917.

The International Collegiate Mining Competition.

In 1978, the International Collegiate Mining Competition was founded to honour the men who died at the Sunshine Mine, as well as all miners who have perished in the line of duty.

The goal of the competition is to keep the old-fashioned mining techniques alive, as well as strengthen the camaraderie of the mining students from around the globe.

It is the largest event of its kind in the world and highly competitive with students from universities and colleges from the USA, Mexico, Canada, England and Australia represented.

PYBAR Sponsorship.

PYBAR is proud to support the Western Australian School of Mines (WASM) Wallabies team as a Ruby Sponsor. This sponsorship went towards taking the team to the 2017 competition held in Lexington, Kentucky in March.

The sponsorship also supported visits to two mines - the River View coal underground room and pillar mine in Kentucky (the largest of its kind in North America) and the Colorado Stone Quarries in Marble, Colorado (an underground marble quarry with very high recovery, famous for supplying the stone used in many monuments, such as the Lincoln Memorial).

The results!

There were seven fiercely fought events in the competition – air leg drilling, gold panning, hand mucking, hand steeling, timber sawing, surveying and track stand.

Our Wallabies men's team came fifth overall, with only six points separating them from first place.

The co-ed team members joined forces with the University of Utah and competed well given most members had not previously competed.



The WASM Wallabies team.



WASM SPONSORSHIP & GRADUATION DINNER

PYBAR SUPPORTS THE WASM ALUMNI AS A PREMIUM SPONSOR

One of our core values is **SERVICE** and this includes supporting the emerging talent in our industry. For the fourth year in succession, PYBAR will be supporting the WASM Alumni as a key sponsor.

The WA School of Mines Alumni (WASMA) is an active alumni group building awareness among the general community and the resources industry of the significance and history of the WA School of Mines (WASM).

WASM is one of the oldest educational institutions in WA with over 100 years of history and over 5,000 world-class graduates, many who have made major contributions to the mining industry.

The WASMA also awards scholarships to prospective mining students at the WASM Kalgoorlie and Bentley Campuses.

Graduation Dinner.

PYBAR will for the fourth year in succession support WASMA as a major sponsor. A part of this, sponsorship includes invitations to key events such as the annual Graduation Dinner where we have delivered the keynote presentation.

The 2017 Dinner was again held in Kalgoorlie on 5 May with 32 graduates and their families. In total, 187 guests attended the evening.

Dave Noort, our Business Development Manager, presented a well-received speech in support of the WASM and the value in growing and maintaining quality hands-on education. He also presented the 2016 WASMA medals in recognition of outstanding academic performance.

Bill Beament, President of WASMA and Managing Director, of Northern Star Resources, sent a short note of thanks stating: "PYBAR's values are clearly in line with the WASM Alumni which is why the PYBAR/WASMA partnership over the last three years has been so successful. The WASM Alumni is not only grateful for PYBAR's support but welcomes their participation in the long term viability of the WA School of Mines and the Alumni.

"Without support such as PYBAR's we don't have an Alumni and we both don't assist the next generation of mining professionals and industry leaders."



Our Business Development Manager, Dave Noort, presents his speech.



HMR General Manager, Stewart McLeod, with wife Christina.



Dave Noort presents the 2016 WASMA medals in recognition of outstanding academic performance.



The PYBASH car – a 1971 Ford Galaxie.

PYBASH RAISES OVER \$14,000

CAR 095 DRIVES AWARENESS FOR CANCER CARE WESTERN NSW

The PYBASH team recently returned from another successful Cancer Care Western NSW 'Cruisin' Along' trek raising funds for country NSW cancer patients and their carers along the way.



Proud team captain, Paul Rouse (L) and crew member, Paul Thomas (R).

'Cruisin' Along' is all in the name of a good cause. Cancer Care Western NSW's primary objective is to provide accessible radiotherapy and cancer treatment options for the people of Central and Western NSW by providing affordable self-care accommodation at its Western Care Lodge for those having cancer treatment at the Orange Health Service.

The Lodge provides 22 comfortable ensuite rooms, outdoor courtyards, dining, kitchen, lounge, laundry and library facilities in a garden setting. With residents coming from a catchment area of over 80,000 people, in just a few years, the Lodge has been home to approximately 4,000 guests since its opening.

This year's 'Cruisin' Along' trek focused on the local area of the patients supported by Cancer Care Western NSW, with the drivers travelling from Orange through to Lithgow, Goulburn, Temora, Hay, Cobar, Coonabarabran and Gulgong.

A winning team raising over \$14,000.

Despite the PYBASH car experiencing a mechanical hitch or two, the PYBASH team raised \$14,700 for the cause while also increasing awareness about Western Care Lodge and the facilities available.

Once the dust has been washed off the PYBASH car, the team will start fundraising for the second of our annual charity Bash events, the Variety NSW Bash, which raises funds for special needs children.

For more on the work of Cancer Care Western NSW or to make a donation, visit ccwest.org.au.



Western Care Lodge – accommodation for cancer patients and their carers on the grounds of the Orange Health Service.



A big thank you to all our supporters and donors.



POOR TASTE POETS DAY!

IN THE NAME OF CHARITY

The team at our Orange office dressed in their worst outfits to raise money for our PYBASH Cancer Care Western NSW 'Cruisin' Along' team.

21 April saw our head office team dress up in bad taste for a good cause - the Western Care Lodge. Every little bit counts and all funds raised went into our total \$14,700 raised this year.

While some of the outfits were an assault on the senses, it was well worth the staff pulling out their thongs and socks and those clashing outfits from the backs of their wardrobes!

Thanks to all who donated to this worthy cause and for the efforts of our team.



An assault on our senses! Staff wore their worst outfits to work to raise money for Cancer Care Western NSW.

AUSTRALIA'S BIGGEST MORNING TEA

PYBAR HEAD OFFICE SUPPORTING THE CANCER COUNCIL

PYBAR Head Office staff dusted off their baking aprons to show off their culinary talents in aid of the Cancer Council's Australia's Biggest Morning Tea.

In May, our PYBAR Head Office staff shared an amazing array of home-baked dishes in support of the Cancer Council.

Competition was strong for the 'best dish of the day' with the quality so high that it was hard to choose the winner! In the end, the consensus was that Luke Turner's (SHET Coordinator) Portuguese custard tarts were out of this world. They were so hard to resist that he had to admit to baking 30 tarts, but only 17 survived to make it to the office.



Marie Chamberlain, Administrative Assistant, takes out the jelly bean contest!

Our CEO Paul Rouse laid down the challenge to staff to dig deep for the Cancer Council by matching the amount raised at the morning tea. At the time of going to print \$730.00 had been raised to date.

There was also an opportunity to guess the number of jelly beans in a jar for a gold coin entry fee. The winner, Marie Chamberlain, Administrative Assistant, took home the jar with a methodically calculated guess of 786 jelly beans; very close to the 744 beans in the jar.

The Cancer Council raises vital funds to aid cancer research, prevention programs, advocacy and to support those affected by cancer. One in two Australians will be diagnosed with cancer before age 85. PYBAR is proud to be able to support this cause in our small way.



BRAIDWOOD BILLY CART DERBY

THE TALE OF A RACE NOT WON!

The Dargues Gold Mine team, made up of staff from both PYBAR and Diversified Minerals, participated in the eighth running of the Lions Club Braidwood Community Bank Billy Cart Derby on Sunday 7 May.

7 May saw a team join a billy cart race that they were never going to win... But with a lot of teamwork and a great sense of community, they finished it!

"We decided it would be a good idea to not only sponsor the race but put in an entry as well," said Len Sharp, Dargues' HSEC Superintendent.

"We had no real skill to build a cart from scratch - but then one suddenly materialised out of nowhere!"

With some serious modifications, the cart was made driveable and Mitchell Moon drew the short straw and was convinced to drive the cart on the day.

Race day!

Race day rolled around in a flash but weighing in at touch over 82kg, the cart was over the weight limit. Thankfully, the two race inspectors gave the cart the green light based on the assumption that it wouldn't be going fast enough to cause any concern!

The Golden Nugget, as the cart was named, bounced off the ramp and commenced its very slow advance towards the finish line – Len jogging alongside. They crossed the finish line about a minute after their fellow racer - but they made it!

All in all it was a great day out with everyone tucking in to the sausage sizzle, having their faces painted and enjoying the Braidwood sunshine while raising funds for the Braidwood Lions Club.

Race day – with a sausage sizzle and family entertainment.



The 'The Golden Nugget' cart – with the infamous nugget bonnet mascot.



Righto, GO!



They're off and racing down heartbreak hill!

MEET OUR HEAD OFFICE TRAINEES

INVESTING IN PROFESSIONAL DEVELOPMENT

PYBAR is committed to training and professional development and an important part of this is our traineeship programs.

We now have five administration trainees at PYBAR Head Office and are proud to support the development of these young professionals.

In our Supply Department we have Jacob and Kane. Jacob has now been with PYBAR for two years whilst Kane has recently joined in May 2017 as one of the department's newest trainees.

Hannah has been with PYBAR for a year and works as our Payroll Trainee.

In March, we welcomed our first Accounts Payable Trainee, Eden, and our first Site Administrator Trainee, Jordy.

All of our trainees are studying various administration certificates across certificates II, III and IV.

We look forward to continuing to support them in their budding administrative careers and setting them on the path to success in their chosen fields.



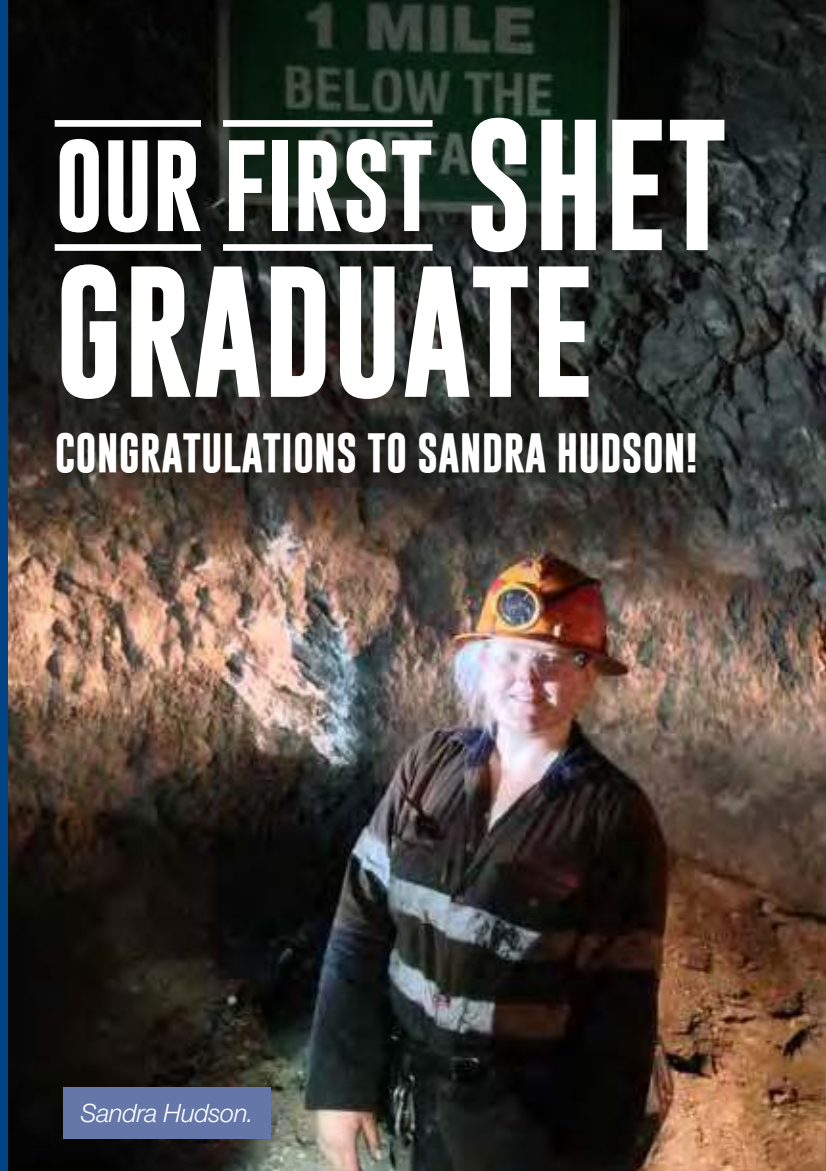
PYBAR is committed to training and professional development.



From left to right: Jacob Roberts, Hannah Howarth, Jordy Dickerson, Eden Culverson, Kane Divall.

OUR FIRST SHET GRADUATE

CONGRATULATIONS TO SANDRA HUDSON!



Sandra Hudson.

It has been two and a half years since PYBAR's first SHET graduate intake and we can now proudly announce that we have a successful graduate from the SHET Graduate Program.

Sandra Hudson started at our Osborne project on 17 November 2014 and has been rewarded for her resilience and perseverance with an appointment to site Safety/Training Advisor in her own right in May 2017.

Prior to taking on a safety role, Sandra worked through a variety of underground positions including nippering, trucking, service crew and charge-up. During this time she also worked to complete her Bachelor's degree in OHS.

Sandra found the greatest challenges of the role were getting accustomed to the roster and being away from home and her daughter.

She is thankful for the great support she received at the various sites and being part of some great crews that took the time to teach her the key facets of underground mining and set her straight when she was going off track. She has met some great friends along the way and is now looking forward with confidence to making a difference with her new skill set.

Congratulations Sandra on being the first successful PYBAR SHET Graduate!



Sandra was rewarded for her resilience and perseverance by being appointed as a site Safety/Training Advisor in May 2017.

FIFO AND FAMILY LIFE

TAKING CARE OF OUR FAMILIES

For all the PYBAR parents out there, bringing up children is the most complex job you'll ever have, though it's easier when there is some agreement on how to do it.

PYBAR understands that time away from friends and family can be a bit of a juggling act at times. So it's important that we keep up communication with our loved ones and ensure routine for a smoother FIFO experience for you and your family.



Consistency about what is allowed and what is not will help the parents feel like a team and ensure the children feel settled.

Fiona Bennett, Counsellor (Couples and Family Program) from Relationships Australia provides the following advice for FIFO families:

1. FIFO lifestyle puts pressures and stresses on each parent. It is essential for the parents to talk about what they each need during the FIFO cycle
2. Formulate a 're-introduction plan' whereby each family member prepares for the FIFO parent coming home, such as keeping the FIFO worker up-to-date with matters at home, and creating relaxed time to reconnect with each other
3. For the returning partner, get a good night's sleep before you return home.

She also suggests for parents to consider the following to make children feel comfortable:

1. Keep the children's daily/weekly routine the same. Consistency about what is allowed and what is not will help the parents feel like a team and ensure the children feel settled
2. The FIFO partner is advised to respect what the parent at home does, and not override the decisions already made even when you disagree
3. Balance the time at home between self, children, partner, friends and chores. Be realistic about what you can do during your time at home
4. Don't try to be a 'Santa Dad or Mum' by bringing presents home regularly. Your gift to them is time and attention.

If you need help with your relationships or to find out about local services and courses, please contact Relationships Australia on 1300 364 277 or for more information visit relationships.org.au.



NEW ADDITION TO OUR SHET TEAM

WELCOME TALAN CHESTER!



Our SHET team continues to grow as we welcomed a new member to the team in March.

In late March, we welcomed a new member to our SHET team when Talan Chester joined the ranks in the role of SHET Coordinator based at our head office.

Talan joins us from the oil and gas sector where he most recently worked with Arrow Energy in the role of Compliance Coordinator and Rig Start-up.

A University of Ballarat graduate, Talan brings to PYBAR extensive experience in operational safety and risk management and the ability to solve problems at the coal face.

Talan has been instrumental in his short time with PYBAR. He has been putting together a plan to automate our wages employees'

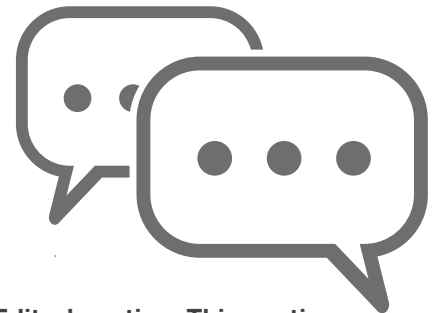
training process and with his self-confessed 'geek' skills, will play an integral part in making this key objective of the SHET Department a reality.

While Talan spends the week in Orange he calls Parkes home where he is busy with his partner renovating their home.



Talan brings extensive experience in operational safety and risk management and the ability to solve problems at the coal face.

TALK TO THE EDITOR



Q&A HUB

In this edition of the newsletter we are pleased to launch our new 'Talk to the Editor' section. This section is intended to be a regular column where our various departments will answer your questions regarding the business and how it affects you. Here are our first questions!

Q: How many employees does PYBAR have?

A: In total, the PYBAR Group has more than 1,100 employees, made up of 950+ from PYBAR Mining Services and 150+ from HMR Drilling.

Q: How do I know how much leave I can take?

A: We have a website called 'HRSS' which is our Human Resources Self Service site. On this website you can log in to view and update your personal details, and check all your leave balances. All staff can apply for leave electronically on HRSS as well, however all other employees must follow their site process and submit forms to their supervisors on site. If you are having trouble logging in or haven't used HRSS before, you can call the HR Department or email hrss@pybar.com.au to have your password and login details emailed to you. The link to the website is: hrss.pybar.com.au.

Q: What's all this talk about INX? What's next?

A: We utilise two modules from INX, being InControl (safety) and InTuition (training). Now that we're using INX as our safety and training management system, we are looking towards becoming paperless. The first step will be online training courses complemented by a practical checklist on tablets, feeding in to InTuition. The second step will allow all safety forms to be filled out via a tablet as well, feeding in to InControl. The aim of all this is not to just become paperless but to ensure training is more engaging and relevant.

Q: How many service desk requests does the IT department get on average per month?

A: Our IT team receives 500 to 600 service desk requests on average every month!

Q: How many development and production drills and cable bolters does PYBAR currently own and operate?

A: PYBAR currently has a total 46 of these machines that we own and operate.



***Send your questions to editor@pybar.com.au
Follow us on Facebook and LinkedIn to keep in touch.***

CELEBRATING FIVE YEARS SERVICE MILESTONE

In each edition of our newsletter, we recognise colleagues who have achieved five years of service with PYBAR.

Thank you and congratulations to the longstanding employees listed below who have reached their five year service milestones in the last quarter ending March 2017.



| Start Date | Employee | Position | Location |
|------------|-------------------|---------------------|-------------------------|
| 12/03/12 | Samuel Larnach | Truck Operator | Cadia Valley Operations |
| 12/03/12 | Linda Clipperton | Executive PA | PYBAR Head Office |
| 16/03/12 | Kacie Schmidt | Site Administrator | Mungana |
| 02/04/12 | Stacie Manning | Payroll Supervisor | PYBAR Head Office |
| 02/04/12 | Nicholas Venables | Bogger Operator | Cadia Valley Operations |
| 07/05/12 | Geoffrey Skidmore | Bogger Operator | Cadia Valley Operations |
| 07/05/12 | Mandeep Singh | Grader Operator | Cadia Valley Operations |
| 08/05/12 | Tony Kilmartin | Bogger Operator | Hera |
| 15/05/12 | Nick Lamprey | Jumbo Operator | Vivien |
| 17/05/12 | Trevor Denny | Bogger Operator | Vivien |
| 21/05/12 | Daniel Pratt | Maintenance Planner | Mount Isa Mines |
| 28/05/12 | Preston Nsofwa | Mining Engineer | Deep South |
| 28/05/12 | Zachary Spradbrow | Bogger Operator | Cadia Valley Operations |
| 28/05/12 | Christopher Lewis | Bogger Operator | Cadia Valley Operations |
| 28/05/12 | Barry Tai | Bogger Operator | Cadia Valley Operations |



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