

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 11 / SPRING 2017



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A MESSAGE FROM PYBAR GROUP EXECUTIVE CHAIRMAN

RECENTLY, WE MADE SOME MEANINGFUL CHANGES TO THE ORGANISATIONAL STRUCTURE OF PYBAR MINING SERVICES, RESULTING IN A NEW CHANGE TO THE PYBAR GROUP AS WELL.

I have accepted the role of **Executive Chairman** of the **PYBAR Group** and this, in turn, resulted in the following appointments and promotions:

- **Brendan Rouse** has accepted the role of **Chief Executive Officer**, responsible for the **PYBAR Mining Services** entity.
- **Scott Todd** has accepted the role of **Chief Operating Officer**, and will be responsible for **PYBAR Mining Services Operations and Technical Services Departments**.

I believe that these changes are necessary for the future of PYBAR Mining Services' performance and for the PYBAR Group as a whole.

Whilst we have seen some contracts finish up and others start, this is the nature of contracting and we must remain vigilant to move with the industry while ensuring that we uphold our established values of **Safety, Service, Respect** and **Results**.

I am sure these appointments will support the requirements for PYBAR and the future work that will be in front of us.

We need to ensure that our company remains known for its high standard of safety and quality, and delivers what our clients expect.

Whilst I will be stepping back from direct involvement with PYBAR Mining Services, I will still be around and keeping an interest. I am taking some annual leave in September and after that will get back into it.

Thanks to all PYBAR Group employees for the commitment and loyalty shown, and we look forward to more excitement as we continue.

**Paul Rouse -
PYBAR Group Executive Chairman**



We need to ensure that our company remains known for its high standard of safety and quality, and delivers what our clients expect.



A MESSAGE FROM OUR CEO



It is with great pleasure that I write my first newsletter message as CEO of PYBAR Mining Services.

On behalf of the entire company, I would like to take this opportunity to express our gratitude to Paul for having lead the company so effectively from its establishment in 1993 through to the leading position it holds today as the country's third largest underground mining contractor.

Paul's decision to assume the role as Executive Chairman of the PYBAR Group was a strategic move based on the growth objectives of both the company and the Group. Through the appointment of myself to CEO and Scott Todd to COO, it has facilitated the integration of our Operations teams with our Contracts and Technical Services teams, streamlining our service provision from tender through to project delivery and improving overall operational efficiencies for our clients.

At the Group level, Paul's new role will allow him to focus on the Group's overarching strategy to expand its nationwide service offering and capabilities to the mining industry, and increase its value-add to clients.



By aiming for the best in everything we do, we can expect to deliver on our vision of being the best underground hard rock mining contractor in the country.

INDUSTRY ON THE INCLINE

Our HR team has been doing a great job of the demobilisations and mobilisations over the past few months as we exit Deep South, Matilda and Challenger, commence at Peak Gold Mines and prepare for Mt Lyell decline rehabilitation. The market unpredictability of the past few years has created even greater challenges when it comes to managing the ebb and flow nature of contracting, however it seems greater stability is on the horizon.

Over the previous months and after an encouraging atmosphere at the annual Diggers and Dealers forum in early August (the biggest turnout in years), market indicators are looking positive: the exploration sector appears buoyant following a slow period, there is a healthy level of investment activity around, particularly in the gold, lithium and nickel sectors, and the pipeline of potential projects is robust.

RAISING THE BAR TO CAPITALISE ON THE NEXT PHASE OF GROWTH

This outlook has affirmed our strategy to put a strong focus on improving our capabilities at both the corporate and operational level to ensure we are well-placed to capitalise on the next cycle of investment.

To achieve this, throughout the next financial year, we will be focusing on raising the bar in the following areas:

Departmental structure and integration

As we seek to increase our project support capabilities across the business we have identified areas which require additional resources and more refined processes in order to meet existing project requirements and the needs of future opportunities of any scale. As mentioned we have streamlined our Operations, Contracts and Technical teams and also restructured our Finance, Supply and Business Systems departments to facilitate a greater focus on each of these functions and improve performance.

RAISING THE BAR

Business systems

We are dedicating resources to the development, testing and implementation of technologies and processes to improve our internal efficiencies and the way we work with our clients. We have a number of initiatives at various stages of development such as the new iPlod data capture and transfer system which has now been successfully rolled out to three sites and has been met with very positive feedback. The roll-out continues and we expect the time savings achieved from its implementation to be significant - allowing more time to be invested in other areas that will improve performance company-wide.

Safety

With safety at the core of our values, our SHET department has been working very hard to ensure our safety systems don't just meet compliance but exceed it. Our improved SHET processes are being rolled out across our sites and we believe the improved systems will make procedures easier to understand and easier to follow. Nothing is more important than the safety and well-being of our crews and staff so please embrace this opportunity to enhance your knowledge and skills for your ongoing safety and that of your work mates. Your feedback is also essential for the continuous improvement of the systems so I encourage everyone to share any concerns or ideas with their supervisors.

Innovation

Through our program at Carrapateena, the various other equipment and technology trials we have in place or in planning at other sites, and the many initiatives developed by our forward-thinking project teams, innovation is an area that we believe is setting us apart from our competitors. We see ourselves breaking new ground in the sector, being the first in a number of instances to have developed, trialled or implemented new technologies or methods. In each newsletter we aim to share these with you as we work towards offering smarter solutions at our projects nationwide.

People

At the core of good safety and productivity are our people. We are renewing our focus on every aspect of HR from recruitment, inductions, training, support and development to create a culture that inspires us all to be the best we can be, to want to learn, to support others and be supported. We want everyone to enjoy coming to work, to feel valued, and to encourage others in the industry that identify with our values to join us too. Over the coming months, we will continue to reinvigorate our successful CORE Awards program and look forward to bringing you other fun and engaging initiatives that we hope will make you feel proud to be a part of PYBAR.

Performance

Through all of the above, our objective has to be to not only deliver reliable, consistent performance outcomes to clients, but to exceed our targets. By aiming for the best in everything we do, we can expect to deliver on our vision of being the best underground hard rock mining contractor in the country.

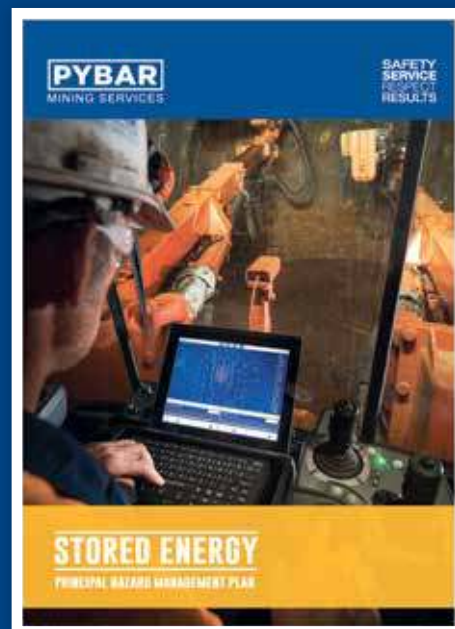
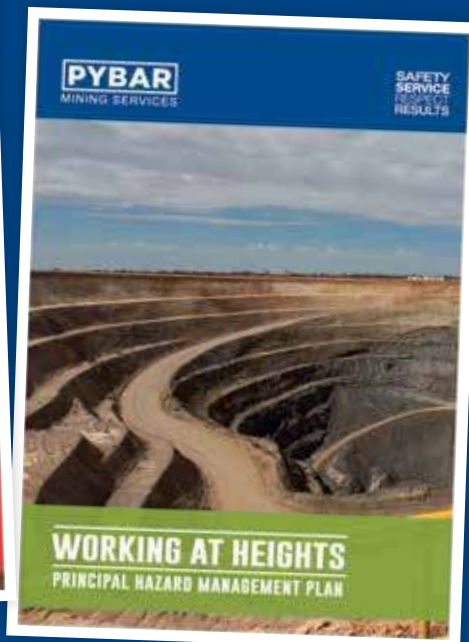
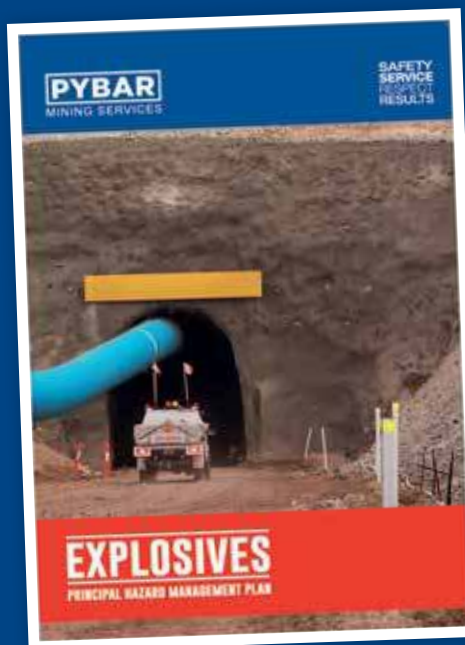
Community

PYBAR remains committed to supporting the communities in which we operate and the charities aligned with our values. We congratulate Paul and the PYBASH team for successfully completing the 2017 NSW Variety Bash from Sydney to Darwin in August. With the help of our generous supporters, the PYBASH team raised over \$58,000 for this year's Bash - the highest amount ever raised by the team - with Variety raising more than \$1.8 million overall for children who are sick, disadvantaged or have special needs.

I am delighted to have the opportunity to lead the company through this next phase and I look forward to working with you all to achieve our goals.

Brendan Rouse – CEO





SHET: RAISING THE BAR

A STRATEGIC APPROACH TO SAFER OPERATIONS

Our SHET Department worked hard in FY2017, making significant progress in a number of areas as we continually seek to improve our safety systems for the health and wellbeing of our crews and staff.

In 2016, with our core value of Safety in mind, a foundation for the sustained improvement of our SHET systems and processes was established to support both our vision to be the best underground hard rock mining contractor nationally, and our forecasted growth.

At the inaugural SHET forum in March, the groundwork was laid; a more tactical approach to SHET was conceived with the development of a strategic plan and the formation of PYBAR's SHET vision and mission statements.

With the installation of the INX software, we now have the technology in place to support and evaluate our new strategic approach. INX provides a platform for the collection and collation of meaningful data and allows us to better address known problem areas in our safety/training programs. It also makes training records much more readily accessible and easier to maintain.

Strengthening our resources to support project needs, we also implemented the restructure of the SHET Department which saw the appointment of SHET Superintendents for western and eastern operations.

As we reached the end of the financial year, we have been busy preparing for the launch of our improved safety management system which commenced roll-out in August.

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

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

Key SHET achievements for FY2017:

- First SHET graduate completes Graduate Program
- Inaugural PYBAR SHET forum held
- Successful Supervisor Program rolled out in WA resulting in G2 qualifications being attained
- Marked increase in the number of workplace inspections being conducted across all sites
- Maintained certification to AS/NZS:4801 Safety Certification
- Safety days conducted for all crews at Challenger
- Successful installation of INX (InControl) for safety data collection and INX (InTuition) for training records collection and storage
- Four projects sustained a full year LTI-free
- Reduction in the number of environmental incidents across projects.



Systems enable a consistent approach to the way we work. It is the strength of our systems and their capacity to help us solve problems that enable our teams to feel safe and proud to be a part of PYBAR, and provide our clients and prospective clients with the confidence to do business with us.

**SAFETY
SERVICE
RESPECT
RESULTS**

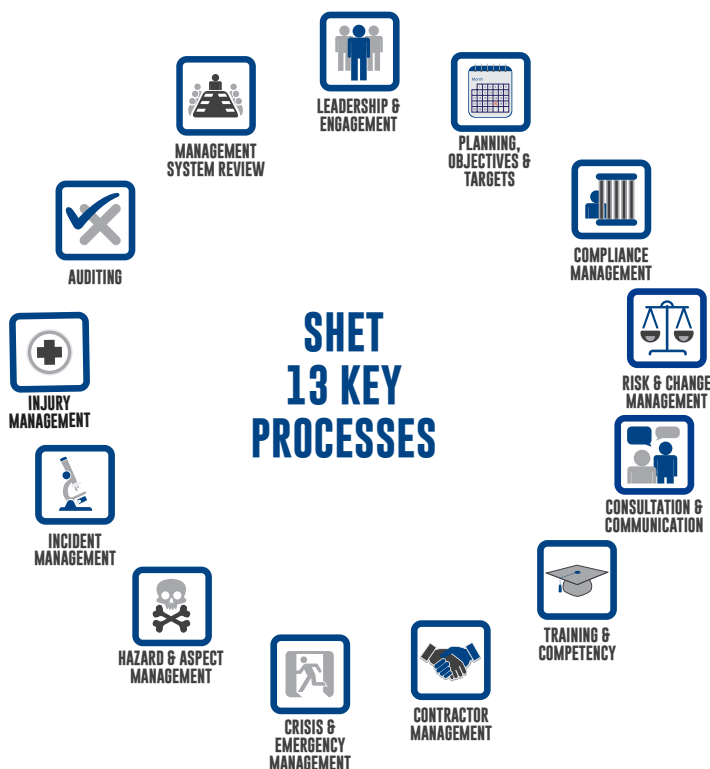
Continuous improvement.

To achieve our SHET and company vision, it is vitally important that we continue to develop and embed systems that foster continuous improvement and growth throughout the next 12 months and beyond.

Systems enable a consistent approach to the way we work. It is the strength of our systems and their capacity to help us solve problems that enable our teams to feel safe and proud to be a part of PYBAR, and provide our clients and prospective clients with the confidence to do business with us.

The new financial year has seen us roll out our improved safety system across our sites with a targeted completion date of end of September. The new system consists of an improved approach to SHET focused on 13 key processes, as well as the introduction of our Principle Hazard Management Plans. It is vitally important that we use the roll-out and new tools available to us to develop our safety knowledge so that it becomes embedded in everything we do - for the well-being of ourselves and our crews.

Put simply, safety and health is a part of what we do at PYBAR - not an add-on extra!



SHET objectives for FY2018:

- Build our SHET team - attract and retain the best SHET professionals
- Sustain a reduction in injury rates across all projects and divisions
- Embed a culture whereby all PYBAR employees take ownership and responsibility for their own and their workmates' safety
- Realign our SHET processes so that they meet the needs of the business
- Roll-out and full uptake of our Principal Hazard Management Plans
- Raise the environmental profile among employees through the establishment of a cost effective environmental initiative
- Prepare the organisation for Environmental Management System Certification, AS/NZS: ISO 14001
- Provide training material and structures to keep pace with technological change and changing demographics
- Increase and maintain the SHET Graduate Training Program
- Continually challenge our systems, processes and people to go beyond compliance and **raise the bar!**

TENDER UPDATE



**A solid quarter
for tender wins.**

A SOLID QUARTER FOR PYBAR

Our technical services team has been busy as always and we are pleased to announce a number of wins from the past few months as we continue to focus on building our portfolio of projects.

MINING PROJECTS

Client	Project	Status
Copper Mines of Tasmania	Mt Lyell Mine, TAS - Decline Rehabilitation	WON
New Gold	Peak Gold Mines, NSW - Jubilee Decline Development	WON
Independence Group NL	Bentley Mine, WA - Triumph Mine Development	Pending
OZ Minerals	Carrapateena, SA - Life of Mine Development and Production	Pending
Saracen	Carosue Dam Operations, WA - Development and Production	Lost

SERVICES PROJECTS

Client	Project	Status
Capricorn Copper	Mount Magnet Mine, QLD – Raise Boring	WON
Broken Hill Operations	Rasp Mine, NSW - Labour Hire	WON
Glencore	George Fisher Mine, QLD - Labour Hire	Pending
CMOC	Northparkes Mine E48 vent rise, NSW - Development and Raise Boring	Pending
Kirkland Lake Gold	Fosterville Mine, VIC - Raise Boring and Boxholes	Lost

DRILLING DIVISION IN DEMAND

FLEET EXPANDS WITH NEW PRODUCTION DRILLS

Our Drilling Division has had a productive year so far with multiple drilling contracts awarded and the acquisition of three new production drills.

2017 has shaped up to be a great year for PYBAR's Drilling Division following a number of new contract wins for a variety of services including production drilling, cable bolting, ITH drilling, and steel casing installation.

To service this increased demand and build our capabilities in this area, we have taken delivery of three new production drills this year including a Sandvik DL421 – 15C, Sandvik DL431 – 7C and an Atlas Copco Simba E7C.



To service the increased demand for our drilling services, PYBAR has taken delivery of three new production drills.



PYBAR's new Sandvik DL421 – 15C production drill.

New production drills.

Sandvik DL421 – 15C: The DL421 – 15C is a horseshoe (A frame) configuration with a 1560 drifter. It has full fan automation and is fitted with the Sandvik Optimine data system. Drill hole diameters range from 89mm through to 102mm (reaming to 203mm).

Sandvik DL431 – 7C: The DL431 – 7C has a boom mounted feed configured for either the HL710 or HL820 drifter and single hole automation. Drill hole diameters range from 76mm through to 102mm (reaming to 203mm). The rig has similar capabilities to our existing DL430 – 7C and Solo 7-TV drills.

Atlas Copco Simba E7C: The Simba E7C has a boom mounted feed, configured for either the 2550MUX or 3060MUX drifter, full fan automation, and digital plan uploads and drill data downloading. Drill hole diameters range from 76mm through to 102mm (reaming to 203mm).

Our Drilling Division will continue to build on its production drilling capabilities and services as we continue to focus on our value delivery to clients.

The start-up team at Peak Gold Mines.

NEW DEVELOPMENT CONTRACT

PYBAR AT PEAK

In July, PYBAR was advised that we had been successful in securing a development contract at Peak Gold Mines' New Cobar mine in Central Western NSW.

Peak Gold Mines, wholly owned by Canadian gold miner New Gold, is a medium sized gold and copper underground mining operation located in the Cobar region of Central Western New South Wales. The operation commenced production in 1992 and produces gold doré for sale at the Perth Mint and copper concentrate which is sold to markets in Asia.

The scope of works under our five month contract at the New Cobar mine is for development totalling 1,097m within the Jubilee ore zone.

With one month's notification of commencement, the start-up team was in action and the mobilisation was completed on time and within budget.

Works commenced on 31 July and seven days after commencing we were already 33m ahead of the development schedule.

Fast. Efficient. Responsive.

Operations Manager, Dave Hunter, said: "This is a great testament to PYBAR's responsiveness to client requirements. Our ability to be fast, efficient and responsive is the best marketing tool we can have.

"Being able to mobilise a mining fleet and crew within four weeks and hit the ground running is what is required in today's contracting environment and is what sets PYBAR above the rest.

"The team at Peak Gold Mine has been fantastic to work with through the tender and negotiating stages and continue to be a pleasure to work with during the start-up. Good client-contractor relations are an essential part of every contract."



Works commenced on 31 July and seven days after commencing we were already 33m ahead of the development schedule.



Left to right: Aiden Scarr, Lee Chapman, Tom Devjak, Glenn Blunt, Paul Godson, Kane Divall. Absent: Jacob Roberts and Ian Alpen.

NEW SUPPLY TEAM

INTRODUCING TOM DEVJAK

In addition to the changes to our executive team in July, we have also made some important changes to our supply function as we increase our procurement and logistics capability.

Increasing our capability in supply, procurement and logistics is essential not only to PYBAR's performance but also our growth. This function covers a broad range of responsibilities including sourcing and transporting equipment, parts and consumables that make our operations and service to clients efficient and productive.

Enhancing our supply capabilities

Our finance and supply departments were restructured in July to facilitate improved performance. This included the appointment of Tom Devjak to the position of General Manager – Procurement and Supply.

Tom has over 15 years' experience in procurement, logistics and transport and will now head up PYBAR's supply team.

Tom is well-credentialed having previously held senior leadership roles with national and international companies including two of Australia's largest transport and logistics providers.

Welcome Tom!

Our CSO, Andrew Rouse, commented: "The elevation of the supply function in the business and the appointment of Tom Devjak to this new role reflects PYBAR's acknowledgement of the importance of these functions to our projects."



"Increasing our competencies in supply, procurement and logistics is essential not only to PYBAR's performance but also our growth."
- Andrew Rouse, CSO.

RAISE BORE DIVISION UPDATE

NEW RIGS, MOBILISATIONS AND SERVICES

2017 has been an exciting year so far for our raise boring division with the arrival of three new rigs, further increasing our raise boring capabilities.

With the arrival of the new SBM450, Atlas Copco 61RH and the SBM800, we now have seven rigs in our raise bore fleet.

The growth of the fleet's capability has been driven by the performance of our experienced drill crews and existing rigs which continue to produce holes at a consistent rate.

Raise bore recap.

Where are our raise bores and what are they up to?

Atlas Copco Easer L: After a successful tour of duty at Deep South, the Easer will return to our workshop for a major service before being mobilised to its next project. There is much interest in this rig, so we hope to have a couple of long term contracts following the success of our Deep South campaign.

Redbore40: This rig has been at Didipio in the Philippines and has so far completed five escape way rises (221m) and six service holes (240m) with ongoing work for 2017.

Redbore50: The Redbore50 has just completed a project at Thalanga mine and has undergone a 1,000 hour service which included crack testing all the drill cons on site. The rig will be mobilised to its next project in September 2017 with ongoing work in Queensland.

SBM450: The SBM450 went back in to the workshop for a service in August and we hope to have it back in action within two months.

Atlas Copco 61RH: The 61RH is currently based at our workshop and will undergo commissioning and testing before being mobilised to the next project. We hope to have the rig back in action within the next month.

SBM800: This rig has just completed two projects, a 3.5m diameter shaft at Thalanga mine and a 4.5m shaft at King Vol mine. The rig has been mobilised to the next project to drill a 361m x 2.4m diameter ventilation shaft.

RBR600-VF: This rig is proving itself in very hard rock formations ranging from 290mpa to 320mpa. The RBR600-VF features a PLC control system, allowing unprecedented control during the reaming process. To date it has completed six ventilation shafts at Didipio.



Phillip Viljoen, Raise Bore Superintendent and Ryno Welding, Raise Bore Senior Driller, at King Vol in front of a 4.5m ventilation shaft.



Our RBR600-VF at Didipio in the Philippines.



The growth of our raise bore capability has been driven by the performance of our experienced drill crews and existing rigs which continue to produce holes at a consistent rate.

SECOND DECLINE AT CARRAPATEENA

EARLY WORKS PROGRAM EXPANDS

Our team at Carrapateena has been progressing the project's Early Works Program, which recently expanded to include the development of a second decline.

Carrapateena is one of Australia's most exciting new mining projects.

Our early development works at the project comprised of site infrastructure establishment, box cut excavation and the development of initially one main decline access drive (Tjati decline).

Following an increase in scope to twin declines, the second decline recently broke through into the base of a second mined box cut. This decline will be used as the conveyor decline following mining lease approval.

Delivering value.

PYBAR has worked closely with OZ Minerals to transition the mine plan from single to twin access declines.

The twin declines will be in development until the end of 2018. By mid-2019, development will have reached the top of the ore body and commissioning is expected in Q4 2019.

A vision for the future.

We are now preparing a detailed submission to OZ Minerals for the longer term mining contract, covering the period April 2018 through to January 2025.

We continue to work closely with OZ Minerals and our valued suppliers to realise OZ Minerals' aspiration of a mine of the future that can accommodate a highly autonomously-operated mining fleet.

We are currently establishing offsite project analysis resources in order to facilitate a detailed review of the data being captured from the project. Insights will be fed back to the project team, identifying opportunities to reduce cycle times and bottlenecks and increase productivities and efficiencies to support developing Carrapateena into one of the largest underground mines in Australia producing 4 million tonnes of ore per annum.



We continue to work closely with OZ Minerals and our valued suppliers to realise OZ Minerals' aspiration of a mine of the future that can accommodate a highly autonomously-operated mining fleet.



Tjati decline at Carrapateena.

THAT'S A WRAP!

CHALLENGER DEMOBILISATION

On 8 August, we successfully completed our demobilisation from the Challenger mine in South Australia after approximately 15 months on site.

In May 2016, PYBAR began underground works at the Challenger mine in South Australia with a team of more than 120 full time personnel and over 90 labour hire personnel undertaking mine development and stoping activities to re-commence production.

Demobilisation challenge.

Originally due to be demobilised by 15 August, the task was brought forward by seven days to 8 August on 27 July. Underground works ceased at 6am on 3 August and the demobilisation was fast tracked.

Site management personnel continually liaised with corporate management teams to compile a demobilisation schedule and action plan for people, equipment and other stock on site.

With the date brought forward, there were plenty of transport and logistics to coordinate. This included cleaning and preparation for the transport of two jumbos, two production drills, three underground loaders, four underground trucks, one charge rig, three ITs and 13 light vehicles – all of which needed to comply with interstate cross contamination transport requirements. On top of this, there was the careful packing and transport of nearly \$1.5 million worth of stores and assets.

The demobilisation of our crews was a dynamic process. By the end of it, over 45 employees had been successfully transferred to other PYBAR sites.

Both the site and corporate teams' efforts did not go unnoticed. The PYBAR Challenger management team wish to extend a big thank you to all those involved, and to all employees for their effort throughout the Challenger project. We have organised a special gift for you all that should be arriving very soon if you haven't received it already!

CHALLENGER OUTCOMES:

Development advance:	5,824m
Trucking:	4,440,455tkm
Ore haulage:	589,800t
Waste haulage:	291,643t
Production drilling:	122,207m
Waste to backfill:	180,746t
Sludge drilling:	41,771m



Both site and corporate teams worked hard to meet the demobilisation requirements within the time frames.



Charging underground at Carrapateena.

EMULSION TRIAL

AN INITIATIVE TO OPTIMISE DRILL & BLAST PERFORMANCE

PYBAR is focused on innovating to enhance performance and as such, has been initiating a number of trials to determine the benefits of applying new approaches and technologies.

The latest program, which commenced in July, aims to optimise drill and blast performance and enhance our development capabilities by quantifying the benefits of using emulsion over ANFO.

The advantages of using bulk emulsion explosive in certain underground mine development applications, such as those with wet ground conditions, are generally well accepted. However, little has been documented on its benefit-cost ratio versus using ANFO in specific situations.

The initiative began with a trial at Carrapateena – the first of a number of emulsion trials planned at PYBAR sites – which aimed to define and validate the benefits of emulsion against ANFO. The trial also included firing perimeter holes with electronic detonators to improve perimeter profiles during blasting.

The development of the dual decline at Carrapateena includes the presence of shale, a geological feature that is prone to overbreak.

The trial.

Over a seven day period at the end of July, a Dyno Nobel Trident MPU charge unit was delivered to site with an operator, and used to charge 11 faces for the dual decline.

Prior to the commencement of the trial, a baseline was established on current charge practices using ANFO that included charge times, consumption rates, advance rates and overbreak.

Adam3D technology was used to generate 3D images of post-fired faces and to quantify any improvements achieved through the use of emulsion and electronic detonators. The technology also enabled volume calculations to be generated from the 3D images to determine overbreak.

The results.

While this was the first trial of the program and was based on only 11 charges, the results when compared to the ANFO baseline were encouraging:

- Reduction in charge times
- Increase in advance rate
- Average overbreak reduced
- Full drill length advanced when using emulsion in wet ground

INITIAL TRIAL RESULTS:

- *Reduction in charge times*
- *Increase in advance rate*
- *Average overbreak reduced*

IPLD UPDATE

WORKING SMARTER

Since our last newsletter update on the roll-out of iPlod, the system has been going from strength to strength - growing in both its development and its adoption.

iPlod is our new, innovative in-house developed system that allows our operators to input their plod data directly into a tablet and upload it to a local version of the Web-BAR database for the supervisor to validate and approve.

Since commencing the roll-out, more stable updates to the technology have been implemented delivering a number of improvements and providing additional features.

Roll-out success at Hera, Deep South and Peak.

Following Hera, full implementation has now been carried out at Deep South with each crew ceasing paper plods within a week of transitioning. Shift boss and engineer take-up was highly positive with immediate improvements in both PYBAR and client daily report speeds.

The team at our new short term contract with Peak Gold Mines has also recently started using the iPlod system. Adoption has been very positive with enthusiasm found across the crews.

Shift bosses at all rolled-out sites agree that the end of shift is now focused on validating electronic data rather than transcribing handwritten data. This has allowed more accurate shift reports and enabled a focus on more thorough cross shift handovers.

New features on the horizon.

The near future will bring further capabilities to iPlod as we continue to innovate and enhance the system to improve performance throughout our operations. New developments on the horizon include:

- roll-out of iPlod to the maintenance department;
- using iPlod to complete pre-starts and TWIs; and
- using iPlod to report individual KPI data to operators.

New features to be added in the more distant future include barcode scanning for on-site inventory and leveraging the tablet camera functionality for incident and hazard reporting.

The near future will bring further capabilities to iPlod as we continue to innovate and enhance the system to improve performance throughout our operations.



Adam3D technology was used to generate 3D images of post-fired faces.



The project aims to define and validate the benefits of emulsion against ANFO.

Advantages of emulsion.

In addition to its performance in wet ground, emulsion provides a number of other benefits including:

- the ability to adjust its density to suit varying ground conditions, thereby assisting to optimise the blast;
- the ability to accurately record its consumption rate through the use of a PLC – rather than the imprecise and inefficient method of manual stocktaking in the case of ANFO; and
- the ability to reduce the number of holes required, enabling drill and charge optimisation, better fragmentation and less wear and tear on equipment.

Next steps.

The project will now see further trials and data collection take place at other PYBAR sites with varying ground conditions as we progress towards a detailed analysis and report.

The initiative demonstrates PYBAR's commitment to innovation and technology, as part of our continuous improvement to ensure core business efficiencies and capabilities in the competitive mining environment.



Peak Shift Boss Leon Wenzlick using the Web-BAR shift validation page.

CORE AWARD WINNERS

RECOGNISING MAY, JUNE AND JULY WINNERS

MAY


GREG WATSON – SAFETY, SERVICE + RESPECT

JUMBO OPERATOR, CHALLENGER

Greg consistently demonstrates 'safety first'. He always pulls back when a colleague is servicing his drill and has a 'can do' attitude.

NIGEL COX – SAFETY, SERVICE, RESPECT + RESULTS

PROCESSING PLANT OPERATOR, HENTY GOLD MINE

Nigel made time available to put together step by step plant shut down and start up guidelines that can be performed in a safe and timely manner. He has very good attention to detail!


WIL NISSEN – SAFETY, SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, MUNGANA/KING VOL

Wil always meets targets, helps out where needed and often stays back late to help charge. He is respected by workmates on site, has good ideas for new challenges and is willing to train others.


SEAN WHITE – SERVICE

MINING ENGINEER, HERA

Sean is very helpful and always provides support across all areas of the operation, including the roll out of the iPlod system.

JARRAD CASEY - SAFETY, SERVICE, RESPECT + RESULTS

SERVICE CREW, VIVIEN

Jarrad does whatever is asked of him in the safest and most productive way. His positive attitude makes him a pleasure to work with and he is always willing to learn more. He lends a hand when needed, listens to instructions and follows through.

BOSCO AHN – SERVICE, RESPECT + RESULTS

GRADUATE MINING ENGINEER, CARRAPATEENA

Bosco was nominated multiple times in May. He learnt very quickly how to use Adam3D software on site to assist John Kovacs in the drill and blast project, going above and beyond his normal duties. He has also offered to stay back for an extra week several times and never declines a request of a roster change. What a team player!

CAMERON MCDONALD – SERVICE + RESULTS

STOREPERSON, DEEP SOUTH

Cameron always displays a positive attitude! He is happy to help no matter what the request. Overall, he is a great person to work with.

DARRAH EA – SERVICE

NIPPER/OFFSIDER, MOUNT ISA MINES

Darraha was nominated for considering cross-shifts, setting up and leaving jobs tidy for the next crew member and for his good work ethic.


LINDA CLIPPERTON – SERVICE + RESPECT

EXECUTIVE ASSISTANT, PYBAR HEAD OFFICE

Linda is extremely efficient and has an infectious, positive vibe. She is always a pleasure to deal with and offers assistance wherever she can!

SCOTT GOODWIN – SAFETY, SERVICE, RESPECT + RESULTS

SERVICE CREW/SHOTCRETER, MATILDA

Scott is a great team player. He works well with his colleagues and is always wearing correct PPE. His paperwork is always correct and he communicates well with his shift boss.

JUNE


SAM DE BERG – SERVICE + SAFETY

AUTO ELECTRICIAN, MUNGANA/KING VOL

Sam has demonstrated outstanding problem-solving. He persisted with identifying the source of a fault until it was rectified.


EMILY MCPHEE – SERVICE, RESPECT + RESULTS

GEOLOGIST, HENTY GOLD MINE

Emily suggested split firing faces and has really taken ownership of the underground geology. She has built a good rapport with underground operations.

ERINNE OSTINI – SERVICE + RESULTS

SENIOR SITE ADMINISTRATOR, CADIA VALLEY OPERATIONS

Erinne displayed outstanding effort during the financial end of month reporting period. She produced reports on time for three departments - a huge amount of work completed in a short period of time.

WINSTON GO SAM – RESULTS

CHARGE UP OPERATOR, MUNGANA/KING VOL

Winston takes pride in his work using best practice technique to install cable and grout.

KHARN OATS – RESULTS + SAFETY

BOGGER OPERATOR, CARRAPATEENA

Kharn regularly stays back to cover the crews when asked and is always willing to help and assist others. With his focus on safety, he noticed that a hose was about to burst - stopping the job and replacing the hose.


SEAN LUCASSEN – SAFETY, SERVICE, RESPECT + RESULTS

CHARGE UP OPERATOR, MATILDA OPERATIONS

Sean is a team player who is always willing to help others. He takes pride in his work and it is always done safely.

ALBERT (VIC) KING – SERVICE + RESULTS

JUMBO OPERATOR, VIVIEN

Vic has a good attitude to safety, his job and the client's needs. He leads by example, going about his tasks quietly and efficiently. He also cleaned up sumps, the wash bay, lay down area and around the workshop. He does a magnificent job and doesn't stop all day.

Congratulations to our worthy winners and nominees! There have been some terrific and well deserving winners across these months and we want to say a big thank you. Keep on recognising your colleagues and don't forget to LIKE the PYBAR Facebook page to share the nominees and winners and give them all a big thumbs up!


BRANDAN EDE – SERVICE

JUMBO OPERATOR, MOUNT ISA MINES

Brandan has no hesitation in operating the jumbo and completes his fitter duties as required. His safety awareness and housekeeping in the workshop is outstanding.

JUSTINE DARKE – SAFETY, SERVICE, RESPECT + RESULTS

SITE ADMINISTRATOR, DEEP SOUTH

Justine always goes above and beyond to help the team out with administration.

KAYDEN LOCCISANO – RESULTS + RESPECT

SERVICE CREW, CHALLENGER

Kayden was nominated by multiple colleagues as he is always keen to jump in and help. He treats everyone with respect and is a valued member of the team, demonstrating the standards for everyone else to maintain.

ANDREW SAMWAYS – SERVICE, RESPECT + RESULTS

BUSINESS SYSTEMS MANAGER, PYBAR HEAD OFFICE

Andrew is always willing to assist where he can.

RAY ZHANG - SERVICE + RESULTS

MINING ENGINEER, THALANGA

Ray is always willing to help out.


STEPHEN HALL – RESULTS + RESPECT

CHARGE UP OPERATOR, HERA

Stephen was nominated multiple times for working back and starting early to cover for fellow sick soldiers. He steps up when needed!

SCOTT EVANS – RESPECT

SHIFT SUPERVISOR, CHALLENGER

Scott was nominated for his effective counselling of an operator in regards to performance. His language and tone was encouraging rather than disparaging.

JULY


PAUL TOZER – SAFETY, RESULTS + SERVICE

SERVICE CREW, VIVIEN

Paul has been training new people in a safe and efficient manner. He goes the extra mile to complete a task safely and to a high quality. This included staying back late to finish a job. He and the team proactively identify hazards and rectify them.

JASON LIM – SAFETY

MAINTENANCE FOREMAN, MUNGANA

He has made a significant improvement in the safety and efficiency of traffic management flow around the workshop. This is a congested area and Jason led the change from concept to completion.


CLINT HENDERSON – SERVICE + RESULTS

BOGGER OPERATOR, HERA

Clint took on the new iPod with a great attitude and ensured all data was accurate. Clint has also assisted with extra coverage and different shifts and different roles to ensure operational needs were met.

LEIGH GARDAM – SERVICE + RESULTS

BOGGER OPERATOR, HENTY GOLD MINE

Leigh takes a proactive approach and shows initiative. He called the geology department to inspect the material in a stope and assisted in sorting waste and ore.

ALISTAIR CAMPBELL – SERVICE + RESULTS

NIPPER/OFFSIDER, KING VOL

Alistair fixed up a pad with the grader at King Vol's new workshop and offices site whilst on night shift. What an unreal job!

MELISSA KINSELLA – RESULTS

DRILLER, DEEP SOUTH

Melissa put in a great effort on the PD72 and recorded 332 drill metres in a shift!


CARA JORDAN – SERVICE + RESULTS

HUMAN RESOURCES ADVISOR, PYBAR HEAD OFFICE

Cara took over the running of HR while Elsie was on leave. She has dealt with lots of tricky matters and handled the whole CJV demobilisation from start to finish. She made sure as many employees as possible were transferred. She worked late nights and weekends to ensure the whole job was done correctly.

MATHEW BENRA – SERVICE + RESULTS

TRUCK OPERATOR, CARRAPATEENA

Matt was nominated by multiple colleagues for his willingness to help and his positive attitude towards any task given to him – especially shotcreting! He recently did five loads in a night and has been filling in for a shotcreter while they were on annual leave. You're doing a great job and quality work, well done Matt!

DENNY WEBSTER – SAFETY, SERVICE, RESPECT + RESULTS

CHARGE UP OPERATOR, THALANGA

Denny was nominated by multiple colleagues who said he is always giving 100%!

KENNETH CHAPLIN – SERVICE + RESULTS

STOREPERSON, CHALLENGER GOLD MINE

Kenneth gives 110%, is the go-to man for demobilisation and doesn't stop smiling and getting the job done on his own!

LUTHER MCCLURE – SERVICE + RESULTS

FITTER HV, MATILDA OPERATIONS

Luther gets the job done with no fuss or complaint. He is very smart and thinks on his feet. He was nominated for looking outside the box - finding an equipment fault when others couldn't. He had the machine up and running with little time and cost.


TRENT ILPOLA – RESPECT + RESULTS

JUMBO OPERATOR, MOUNT ISA MINES

Trent always puts his hand up to do overtime.

FAST-TRACKING FINANCE

SCAN TECHNOLOGY STREAMLINES INVOICE PROCESS

With a culture of continuous improvement and with a focus on enhancing our systems and processes operations-wide, the Finance Department is currently in the process of implementing AP Smart, a software solution which improves efficiency by scanning information directly from supplier invoices and importing it into our systems.

With the introduction of AP Smart, our Finance Department can streamline the invoice payment process for the Accounts Payable team, significantly reducing manual invoice data entry. The software will also attach a copy of each scanned invoice to the relevant purchase order in MinePoint, a process which is currently completed manually and is time consuming.

Improving operational efficiencies.

The time gained from the implementation of AP Smart will enable the team to concentrate their efforts on areas such as reconciliations of accounts, helping sites with issues and cleaning up orders on the system – improving overall operational efficiencies.

Roslyn Cipollone, Kellie McGovern and Pauline King from the Finance Department have been working with Business Systems Manager, Andrew Samways and technology company, Eclipse on the design and implementation phases. The next step will be key user testing, prior to going live which is anticipated to be late October.

The team is very excited about the new software system and the efficiencies and additional value it will bring to PYBAR!

Business Systems Manager, Andrew Samways, presents the new AP Smart software.



APPRENTICESHIP COMPLETED

JOHN'S FIT FOR THE FUTURE

At PYBAR, we believe in shaping the careers of young people through traineeships, apprenticeships and graduate programs.

Our latest success story is John Whelpton who recently completed his apprenticeship in Mobile Plant Technology with our team at Deep South.

John commenced at Deep South in 2015 as a second year apprentice, enrolling for his Certificate III in Mobile Plant Technology at the Thornlie campus of South Metropolitan TAFE.

Throughout his apprenticeship John has worked under the supervision of experienced supervisors at Deep South where he has gained all required practical skills components of the role. In addition, John attended several training blocks on campus where theory and practical skills were taught.

Prior to taking up the apprenticeship with PYBAR, John completed his first year apprenticeship in the Hunter Valley, NSW.

Mission complete.

Having now successfully completed his apprenticeship in August, John has been issued with a Trade Certificate by the Western Australia Department of Training and now qualifies to move into a professional fitter role.

This is a great achievement for John and PYBAR. Congratulations John!

Across the business PYBAR has several apprentices working towards their Certificate III in Mobile Plant Technology.



We believe in shaping the careers of young people through traineeships, apprenticeships and graduate programs.



Apprenticeship completed: John Whelpton.

The participants of the Building Better Leaders workshop.



BUILDING BETTER LEADERS WORKSHOP

EQUIPPING OUR PEOPLE WITH THE SKILLS TO ADAPT TO CHANGE

With a view to continually develop our teams, 23 PYBAR employees from across the country met in Orange for a two day workshop in June aimed at further developing their leadership skills.

Designed in collaboration with the HR team and facilitated by HR consultant, Reg Mahoney, the workshop provided participants with a range of activities to enable them to more effectively lead and manage their teams in our continually changing work environment. Having previously run the management course during the annual managers' conference, Reg knows PYBAR well and was well-credentialed to coordinate the workshop. Attendees were selected from a cross section of service departments and operations management.

The event was opened by Paul Rouse, our former CEO and now PYBAR Group Executive Chairman, who shared his vision of the workshop's outcomes and the skills and tools participants would take back to the workplace to better lead and support their colleagues.

A resounding success.

By all accounts the course was a resounding success with everyone involved gaining a range of techniques that they could apply both personally and professionally and committing to putting what they had learnt in to practice. It was also a great opportunity to put faces to names and build stronger working relationships. Here's what one of the attendees had to say about the course:

"A really good presentation and conference which developed and expanded my ideas on being able to not only lead from a top level, but to assist in working with others of the same level to motivate and collectively work towards further improving the company. Being able to draw upon not only the experience that Reg brings with him, but to network and brainstorm with others from within the organisation was also a real positive."

Investing in our people.

Brendan Rouse, PYBAR CEO, said: "I look forward to seeing attendees putting into practice what they learnt during the course. In an industry as dynamic as contract mining, there are constant changes and challenges. If we can help our people develop the skills to succeed in this environment then the results will have a very positive impact on the business."

"PYBAR is committed to ensuring that this investment in our people will continue to provide them with the necessary skills and abilities to grow and evolve as our company grows."



"In an industry as dynamic as contract mining, there are constant changes and challenges. If we can help our people develop the skills to succeed in this environment then the results will have a very positive impact on the business." – Brendan Rouse, CEO.



The PYBASH team: Team Captain, Paul Rouse (L) and crew: John Coppock (pictured right) and Andrew Rouse.

COMMITTED TO CRUISIN' ALONG FOR CANCER CARE WESTERN NSW

RALLY EVENT TOPS THE DONATION BOARD FOR 2017

PYBAR is a regular participant in the annual Cruisin' Along rally which raises much-needed funds for Cancer Care Western NSW and Western Care Lodge in Orange. This year the event was recognised for raising the most donations for the cause in 2017.

This year marked the ninth year of the Cruisin' Along rally's commitment to supporting Cancer Care Western NSW and Western Care lodge. PYBAR is proud to have taken part in this annual initiative every year.

The event was also recognised for its outstanding fund-raising efforts which saw it top the charity's 2017 donation board. Our Executive Chairman, Paul Rouse, accepted a certificate of recognition from Cancer Care Western NSW on behalf of the event.

Western Care Lodge extended its thanks to everyone involved in the rally which has helped with accommodation and support for cancer patients at the Orange Health Service since opening six years ago. The funds assist with upgrades of vital furnishings to provide patients a home-away-from-home, as well as support clinical cancer drug trials in the hope of finding improved cancer treatments without the need for country patients to travel to Sydney.

Importantly, fund-raising for Cancer Care Western NSW is a team effort. The ongoing support of Cruisin' Along and many other donors enables an excellent standard of care, with complete occupancy from week to week. Well done to everyone involved!



Cruisin' Along raised the most funds for Cancer Care Western NSW in 2017!



Paul Rouse, Executive Chairman, accepting the certificate from Cancer Care Western NSW's Jan Savage on behalf of Cruisin' Along.

NSW VARIETY B2B BASH 2017

PYBASH-ING TO THE TOP END FOR VARIETY

In August, the PYBASH crew, headed up by team captain, Paul Rouse, hit the back roads of outback Australia to drive 4,891km from Sydney to Darwin, raising over \$58,000 for disadvantaged children along the way.

Every year, the PYBASH car and crew raise funds and awareness for Variety, the Children's Charity by participating in the annual Variety NSW B2B Bash. This year's Bash left from Belmore, Sydney, on 3 August, arriving in Buffalo Creek, Darwin on 13 August – a distance of 4,891km.

The Variety Bashers visited schools and rural and remote communities along the way, granting financial support for equipment, therapy and medical supplies for children who are sick, disadvantaged or live with disabilities or other special needs.

The total raised by the PYBASH team for the 2017 Bash was over \$58,000, the highest ever raised by the team, with NSW Variety raising over \$1.8 million in total. Well done!

This amazing result was made possible thanks to the valuable support of businesses and individuals who donate to the cause. Acknowledgement of donations is by way of signage or logos displayed on the PYBASH vehicle, as well as the extensive media coverage attracted by the Bash.

A big thank you goes out to all of our generous PYBASH donors. Your support will make a difference to the lives of children in need.



The total raised by the PYBASH team for the 2017 Bash was over \$58,000, the highest ever raised by the team, with NSW Variety raising over \$1.8 million in total.

SUPPORTING OUR LOCAL YOUNG PEOPLE

ON-THE-JOB TRAINING AT VIVIEN

While a large proportion of our workforce is FIFO, many of our employees also live locally. Supporting and investing in the economies in and around our project sites plays an important role in the sustainability of our industry and communities.

Our community support takes various forms: we recruit locally where possible; help fund local charities and community events; and support the education and development of young people, particularly those growing up in remote areas.

This year, our Vivien site in WA has been involved with the Schools of Isolated & Distance Education's (SIDE) Authority Developed Workplace Learning Program (ADWPL), which offers on-the-job training (via various employers throughout WA) to students living in remote areas. The program aims to assist students with career planning decisions as they head towards completion of Year 12. Gaining the required experience, developing the necessary core skills for work or deciding on what career path to take can be a daunting task for young people in their final years of schooling. We all remember that time!

Committed to local youth.

Taking the bull by the horns, Anthony Watson, a Year 12 distance education student living in the small nearby town of Leinster, joined our Vivien team at the beginning of the year and has since been developing job-specific automotive skills in the workshop.

His placement is allowing him to experience first-hand the world of work and develop important core capabilities. The ADWPL program will also help him to achieve Secondary School Graduation.

Anthony has so far been enjoying his training saying: "I am gaining many automotive skills during the work placement and the experience will definitely help me decide if this is a potential career path for me."

SIDE has sent a big thank you to PYBAR for its commitment to local youth!



PYBAR is committed to supporting the communities in which we work.



Darren Young (L) and Anthony with an oil filter kit required for a utility service.



COO Scott Todd and CEO Brendan Rouse at the PYBAR stand at Diggers.

DIGGERS & DEALERS

BIG AND BOUYANT!

The annual Diggers & Dealers mining forum was held in Kalgoorlie from 7 to 9 August and with attendee numbers up and several positive industry developments, the mood at this year's event was described as buoyant.

Every August, thousands of industry high flyers from around the world descend on Kalgoorlie for Australia's most prominent mining conference.

Our CEO Brendan Rouse, COO Scott Todd and our WA Operations and Business Development Manager David Noort were in attendance to network with clients, prospects and other stakeholders.

Stand-out sectors.

Gold and lithium were the stand-out commodities - the latter (being a key component in electric car batteries) rising up the ranks as demand for the metal increases off the back of the growth in the electric vehicle market.

Exploration activity has also been revived after a number of slow years, helping to fill the pipeline of prospective projects.

Buoyant atmosphere.

Describing the atmosphere at the event, Dave Noort said: "Overall there was a good balance between buoyancy and pragmatism at Diggers this year. While there aren't a huge number of underground projects immediately pending, we are starting to see the benefits of the upturn in exploration drilling over the last year and it's full steam ahead.

"Base metals prices are where they should be and there is a reasonable number of upcoming opportunities which we expect to see grow, so the outlook is positive for the industry and PYBAR."

There were a number of interesting presentations and the event was well organised as always!



"Overall there was a good balance between buoyancy and pragmatism at Diggers this year ... the outlook is positive for the industry and PYBAR." – Dave Noort, PYBAR Business Development Manager.

EMPLOYEE SURVEY RESULTS

WE VALUE YOUR FEEDBACK

In 2016, 62% of PYBAR employees participated in an employee survey. In this edition of the newsletter we reveal some of the key findings.

The annual PYBAR employee survey provides us with an important opportunity to collect feedback from our valued staff and crews on what we are doing well and areas to improve.

Retaining valued employees and ensuring our teams feel motivated and proud to work for PYBAR is critical to our company's performance.

62% participation rate in the 2016 survey was a great result. It gave us some solid feedback as to our next set of priorities for our employees.

> 89% of you said you have read the PYBAR newsletter!

Key findings.

Some of the outstanding results of the feedback from the 2016 survey were:

- 70% of employees know what the PYBAR values stand for.
- 60% of you agree your project (site/department) management team keeps you informed on project goals and objectives - a 4% increase on 2015!
- 89% of you have read the PYBAR newsletter.
- 65% of you would advise a friend to apply for a job at PYBAR – a 10% increase on 2015!

Another area that has improved is the communication between corporate senior management and employees. The favourable response percentage increased by 13% on the previous year, but there is still room to improve on the 43% total.

Keep an eye out for the 2017 survey. We look forward to receiving your feedback as we strive to build PYBAR as an employer of choice.

PYBAR EMPLOYEE SURVEY 2016 RESULTS

PYBAR EMPLOYEE SURVEY 2016 RESULTS	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Overall % in favour	Change
Inductions: Corporate and Site							
On-site inductions delivered to me provided me with enough information to do my job in accordance with site requirements (wages only answered)	15.9%	64.8%	15.8%	2.9%	0.6%	81%	New
I have completed a Corporate Induction at PYBAR Corporate Office (staff only answered)	66.8%			33.2%		66.8%	New
In my opinion the Corporate Induction was worthwhile	13.6%	48.3%	25.9%	9.8%	2.4%	62%	New
Employee Engagement							
I would advise a friend to apply for a job at PYBAR	18.2%	46.9%	24.2%	7.8%	2.9%	65%	10% ⬆
I would benefit from a yearly performance review	30.6%	36.8%	24.1%	6.2%	2.3%	67%	10% ⬇
I know about the PYBAR employee of the month program	80%		13.7%	6.3%		80%	New
Communication							
Communication between Corporate (senior) management and employees is good at PYBAR	9%	34.5%	36.8%	14.5%	5.2%	43%	13% ⬆
I know what PYBAR's values are (rolled out in 2015)	70%		22.9%	7.1%		70%	9% ⬆
I have received a PYBAR newsletter in the mail at home	85%			15%		85%	New
I have read the PYBAR newsletter	89%			11%		89%	New
I would like to keep on receiving the PYBAR newsletter in the mail	88%			12%		88%	New
Goals and Objectives							
I get an opportunity to contribute to decisions that affect me in the workplace	12.9%	45.8%	24.3%	11.5%	5.5%	59%	7% ⬆
My Project (site/department) management team keeps me well informed on our project's goals and objectives	15.7%	44.4%	24.9%	10.6%	4.4%	60%	4% ⬆
Yearly Employee Survey							
I agree that PYBAR should conduct a yearly survey	96.2%		-	3.8%		96%	4% ⬆
Would you like to receive a summary of the survey report?	81.1%		-	18.9%		81%	3% ⬆

BE SOCIAL MEDIA SAVVY

SHARING AND SECURITY TIPS

We love sharing our news and updates on the PYBAR Facebook and LinkedIn pages. As we use social media more and more, it's good to have a check point on ways to keep your account safe.

In 2015, our survey revealed that you wanted to hear more about what's happening around our sites and company updates. Since then, we've worked hard at this using our social media channels.

In December 2015, we had 1,700 followers on Facebook. A huge thumbs up as we recently celebrated over **4,000 Facebook and 5,900 LinkedIn followers!** We know our followers are not only PYBAR employees but also family, friends and other stakeholders – that's an awesome PYBAR community!

On Facebook and LinkedIn, we'll keep on sharing announcements, business updates, site pics and more. Feel free to not only 'like' but comment and share with your networks.

Do your privacy settings need a health check?

We want you engaging with PYBAR on social media but it's always good to keep in mind your individual security settings. What you post, comment and share may be visible for all to see. You may or may not want it to be visible in years to come!

So we thought we'd share some good practices to consider when using Facebook.

Firstly, in 'Settings' on your Facebook homepage, move across the various menus to familiarise yourself with some of the security options on your page.

Did you know that many employers or any other organisations doing any research on you or your family will check your social media pages? Keep it private! We recommend the 'friends only' (or 'me only' for the tightest security option) selection when referring to who can interact with you on Facebook. This means your posts can only be seen by your friends and not the general public.

PRIVACY

- Use the 'Privacy Check-up' feature to adjust your settings to make sure you're sharing only with who you want to.
- Review your posts and things you're tagged in (if you want to do a full audit of your profile to date).
- Decide who you want to see your friend requests.
- Choose who can look you up using the email or phone number provided at sign-up.

TIMELINE AND TAGGING

- View your account as others see it (allows you to see how private or public your page may be).
- Choose who can post on your timeline and who can see what others post on your timeline.
- Consider using the option to review tags and comments on your posts (before they appear).
- When you're tagged in a post, who do you want to be able to see it?



BLOCKING AND FOLLOWING

- Blocking someone means they cannot see or post on your timeline, message you or add you as a friend (ads or pages you have liked can also be blocked).
- Add people to a 'restricted list' if you do not wish to defriend them, but wish to restrict what they can see on your page.
- You can limit a user from following your page (your updates will not appear in their feed).

HACKED OR FAKE ACCOUNTS

- If you think your account was hacked or someone is using it without your permission go to the Facebook Help Centre to help resolve your issue.
- If you receive a message on Facebook Messenger that appears suspicious such as a request for personal information, bank details or money it is best not to respond and report the message to Facebook.

And finally...

- Always use strong, unique passwords that can include numbers and symbols. Did you know a long unique passphrase of several words together will be safer than a short password? The more characters your password has the safer the account will be from automated attacks.
- Don't log in on public Wi-Fi or unknown computers.
- Remove 'friends' you have not met.
- Always login from the site, not a link.
- Don't use check-in or other geotagging features.

We hope that these tips are useful!

Sharing tips

We want you to continue engaging with PYBAR's social media pages so here are some things to try if you haven't already:

- **Job posts:** Use the 'Share' button on both Facebook and LinkedIn to share the job ad to your feed, or tag your mates looking for work. We have a great culture at PYBAR and we want like-minded, hardworking people joining us so if you think you know someone who identifies with our values then reach out to them.
- **CORE Awards:** On our Facebook page, if you see a mate listed as a CORE Award nominee or winner, tag them in the post or comment with a message of congratulations!
- **Tender wins, case studies and innovative initiatives:** Winning new business, as well as delivering performance outcomes and adding value at our existing projects through innovation is critical to achieving our vision of being the best underground hard rock mining contractor, so when you see an article on any of these topics, share it with your network!
- **Site photos:** Your Smartphone is very handy for taking great pics whilst on swing. Take a great pic and send it to linda.clipperton@pybar.com.au with a brief description. You could see your pic up in lights!
- **Videos:** We all saw how much you loved the Carrapateena Box Cut and Portal Time-lapse so in the next year we will be bringing fresh video content to social media. Stay tuned!

Happy sharing and keep safe out there!



PYBAR has 4,000 Facebook and 5,900 LinkedIn followers.



Our new Graduate Mining Engineer, Tingting Jiao.

THE PEOPLE OF PYBAR

MEET OUR NEW GRADUATE ENGINEER

Our Business Systems team continues to grow as we welcomed a new graduate member in July.

We recently sat down with Tingting Jiao, our new Graduate Mining Engineer to find out more about her career path and what she has been working on at PYBAR during her first month.

Tell us a bit about your career so far and future goals.

Before joining PYBAR, I was working for a demolition and civil company in WA as a project engineer and junior civil estimator. I worked on a Rio Tinto site for two years (FIFO) as a contractor engineer for deconstruction projects in the Pilbara.

My education background is engineering in mining with the WA School of Mines. My current five year career goal is to gain more hands on experience and develop the necessary skills to become a mining engineer.

How have you enjoyed your first month at PYBAR? Is it what you expected?

During my first month at PYBAR, I have been getting to know more about our business systems including MinePoint, Qlik and Web-BAR as well as general tender processes. People here are very friendly and helpful.

Hopefully I can keep learning to improve myself as well as making a contribution to the company.

Tell us more about you...

Who inspires you?

One of the project managers I used to work with inspires me a lot. He is a really hard working and smart person who never complains even when he had cancer last year and came back to work five weeks after the surgery.

Where's your favourite place in the world?

New Zealand. I think it is the most beautiful place I have been to.



"Hopefully I can keep learning to improve myself as well as making a contribution to the company." - Graduate Mining Engineer, Tingting Jiao.

SERVICE RECOGNITION GIFTS

NEW GIFTS COMING FOR 2018!

Since our service recognition program kicked off in 2016, over 1,700 gifts have been sent to employees achieving their service milestones.

In 2017, our Human Resources team replaced the service recognition gift of the PYBAR cap with a personalised PYBAR beach towel. Although the order was a little late to arrive, over 300 have now been sent out with more to go – hopefully in time for summer!

We want to keep the service anniversary program fresh, so every year a new PYBAR item will be released, with the polo shirts remaining as the main gift. Guess what - over 700 polos have been issued to date!

With 2018 fast approaching, HR has been brainstorming on what the next gift will be. Although we can't give anything away yet, we know everyone will love what's coming! Stay tuned!



Our 2017 gifts: the PYBAR polo shirt and personalised towel.

TALK TO THE EDITOR

Q&A HUB

Earlier this year we launched the new 'Talk to the Editor' section. This section is now a regular column where our various departments answer questions from you regarding the business, our projects or capabilities. Check out this quarter's questions below!

GOT A QUESTION? ASK US!

Send your questions to editor@pybar.com.au

Follow us on Facebook and LinkedIn to keep in touch.

Q: How many sites is PYBAR currently servicing? What is our biggest contract?

A: PYBAR is currently servicing 18 sites across Australia and the Philippines. These range in size from one off equipment contracts all the way through to full service contracts. The project with the largest amount of personnel is Cadia Valley Operations in Orange, with just over 170 employees from PYBAR Mining Services.

All of our projects and fact sheets can easily be found on the PYBAR website. While you're there, check out the cool interactive map which displays both current and past projects.

Q: Why does PYBAR attend and exhibit at conferences such as Diggers & Dealers, AusIMM etc?

A: Industry conferences and events are an important part of our business development and marketing activities. They provide a platform for us to showcase our capabilities and services and an opportunity to network with clients, prospective clients, suppliers and other stakeholders. Some events also provide speaking and presentation opportunities which enable us to share our expertise, innovations and solutions with the industry and build our position as the leader in underground mining.

Q: It's great to see that PYBAR donates a lot of money to charities. Is there a set of criteria which defines who we donate to?

A: PYBAR is committed to supporting the communities in which we operate and charities that assist with issues relevant to our industry. We have been long-running supporters for a number of charities, such as Variety - the Children's Charity, Cancer Care Western NSW, Cancer Council and the Royal Flying Doctor Service. In and around our sites, we actively review all opportunities and seek to support causes that are aligned with our values.

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 quarter ending July 2017.

Start Date	Employee	Position	Location
15/05/2012	Beau Henderson	Bogger Operator	Hera
04/06/2012	Lewis Franklyn	Operations Manager	PYBAR Head Office
04/06/2012	Ce'Nedra Skelly	Site Administrator	Mount Isa Mines
05/06/2012	William Reid	Bogger Operator	Cadia Valley Operations
05/06/2012	Dan McLeish	Bogger Operator	Cadia Valley Operations
11/06/2012	Graeme McGowan	Foreman	Henty Gold Mine
18/06/2012	Shaun Denzel	Bogger Operator	Cadia Valley Operations
25/06/2012	Joel Cridland	Belperson	Cadia Valley Operations
25/06/2012	Jakeb Clifford	General Operator	Cadia Valley Operations
01/07/2012	Bradley Rouse	Project Manager	Cadia Valley Operations
09/07/2012	Maree Hitchen	Site Administrator	Cadia Valley Operations
16/07/2012	David Donlan	Truck Operator	Cadia Valley Operations
16/07/2012	Peter Anderson	Service Crew	Cadia Valley Operations

5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS

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