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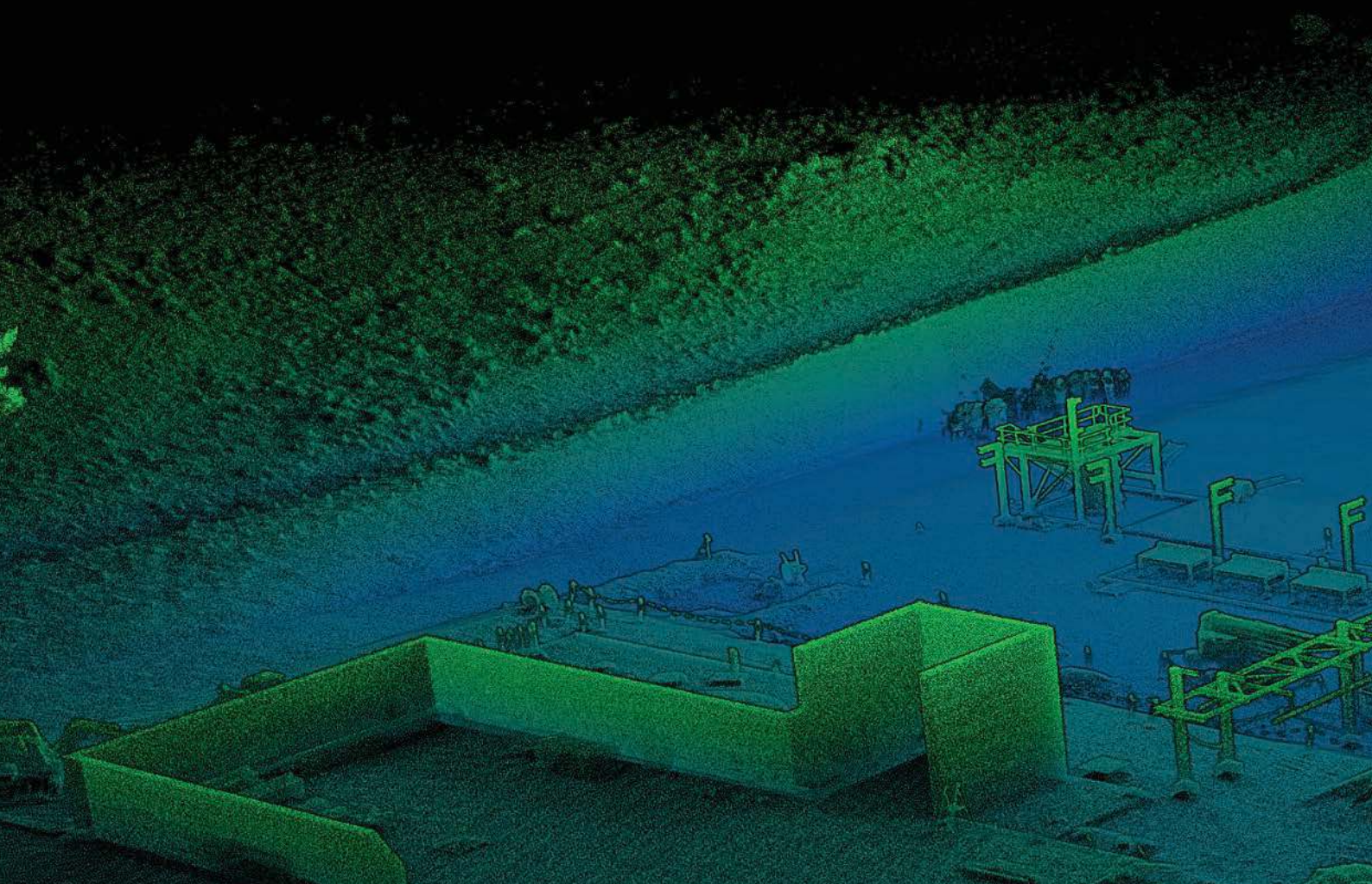
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# NEWSLETTER

**PYBAR**  
MINING SERVICES

ISSUE 19 / SPRING 2019



**02**

**AUTOMATION AT PYBAR**

**16**

**PYBASH RAISES OVER \$70,000**

**18**

**DIGGERS AND DEALERS 2019**

**SETTING THE STANDARD**

# WHAT'S NEW



**RAISE BORE WINS**  
New contracts secured.

[READ MORE PAGE 04](#)



**ENGINEER EXCHANGE PROGRAM**  
New partnership with Mining One.

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**TAGBOARD UPGRADE**  
Improving usability.

[READ MORE PAGE 08](#)

Cover photo: LiDAR footage of Dargues Gold Mine processing plant construction.

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# A MESSAGE FROM OUR CEO

**Over the past few months we have had some exciting new additions to our fleet and seen promising results from the testing of new technologies. We also saw projects come to an end, welcomed new people to the team and said farewell to others.**

## **Vivien project completed**

After more than four years, our project at the Vivien Gold Mine near Leinster, Western Australia is complete. PYBAR commenced work at the site in May 2015 and achieved some notable milestones, including; 12.1km of development, 159,000 production drill metres, 777,000 tonnes of ore mined and 2.5 million tonne km hauled. As we mark a successful outcome for our client Ramelius Resources, I extend my immense gratitude to the hard-working and dedicated crews that did such a fantastic job. Well done, you have made PYBAR proud.

## **Automation**

Automation in modern industry is a given and mining is no exception. PYBAR is determined to be at the leading edge and we have implemented or tested a number of technologies that we believe have the potential to improve the way we operate and benefit our business as a whole. In this edition's feature article you can read more about the benefits of improved automation on the Cat® R1700 loaders at Dargues, the testing of underground drones at Dargues and Woodlawn, and how data connectivity across our fleet is benefitting productivity and cost efficiency.

## **PYBAR at WIMWA**

Congratulations to Hamlet North Project Manager, Holly Allday, on being invited to address the Women in Mining Western Australia (WIMWA) Summit in Perth in September. Holly's presentation discussed the value and potential of teams and how a diverse team driven towards the same goal can reap rewards. Great work, Holly!

## **Welcomes and farewells**

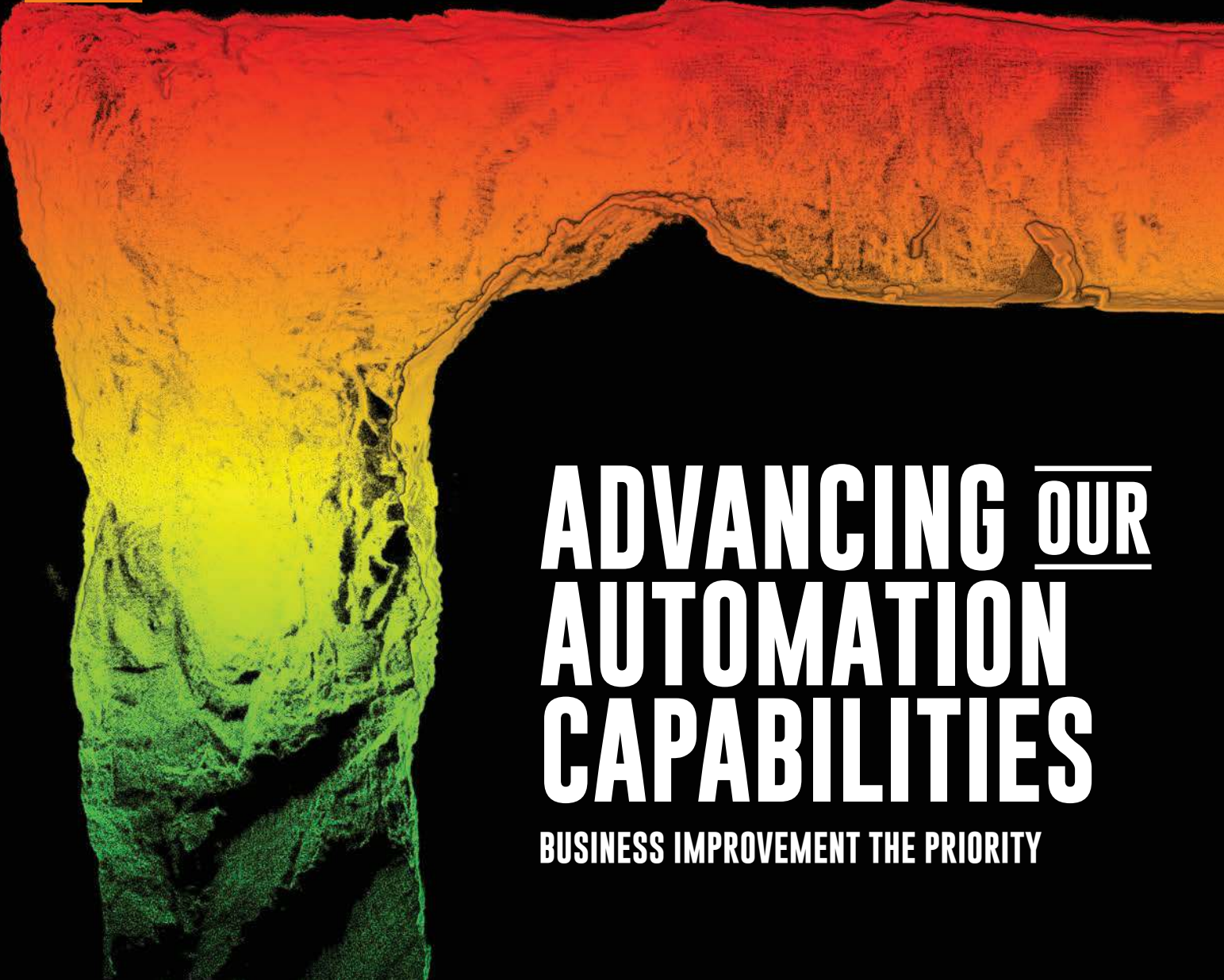
Welcome to our new Chief Financial Officer, Arie Bets, whose previous experience includes the financial and commercial aspects of underground contract mining with Barminco and Macmahon. Welcome also to Andrew Burt, who has joined us as Safety and Training Coordinator working with the SHET Department and the new RTO division, the Australian Institute of Mining (AIM). On a sad note we bid farewell to Human Resources Manager, Elsie Joubert who leaves PYBAR after almost six years to spend more time with family at her home base.

## **Smashing the PYBASH record**

Finally, congratulations to our PYBAR team who smashed all previous company records in raising more than \$70,000 for charity during the annual Variety B2B Bash in July/August. Well done, and thanks to all who supported this spectacular effort. You can read all about their journey in this edition.

## **Regards**

**Brendan Rouse – CEO**



# ADVANCING OUR AUTOMATION CAPABILITIES

## BUSINESS IMPROVEMENT THE PRIORITY

**In recent months, PYBAR has stepped up our automation capabilities with a core focus on improving the way we operate and passing on benefits to the entire business.**

Whilst automation has been evident at varying levels of mining for some time, a fundamental principle of the PYBAR approach is that automation and new technology should always be used to improve the business.

Chief Technology Officer, Andrew Rouse, says moving towards more automation is not just about inputting data into the latest available gadget.

"It is more about first making sure that our data ecosystem is efficient and can accept information from our systems," he said.

"This means that when new technologies such as automation come along they can be quickly accepted into this ecosystem for the benefit of the entire business."

Embracing new technology is not new to PYBAR but we have always focussed on getting the basics right using traditional means and then adding technology and automation that will provide a boost rather than cover up gaps in performance and process.

This guiding principle is being applied to the following current automation projects.

### **Towards fully automated underground loaders**

The new Cat® R1700 underground loaders being deployed at Dargues Gold Mine are undergoing staged testing that will eventually see them moving towards improved automation, using Cat's next generation MXZ technology.

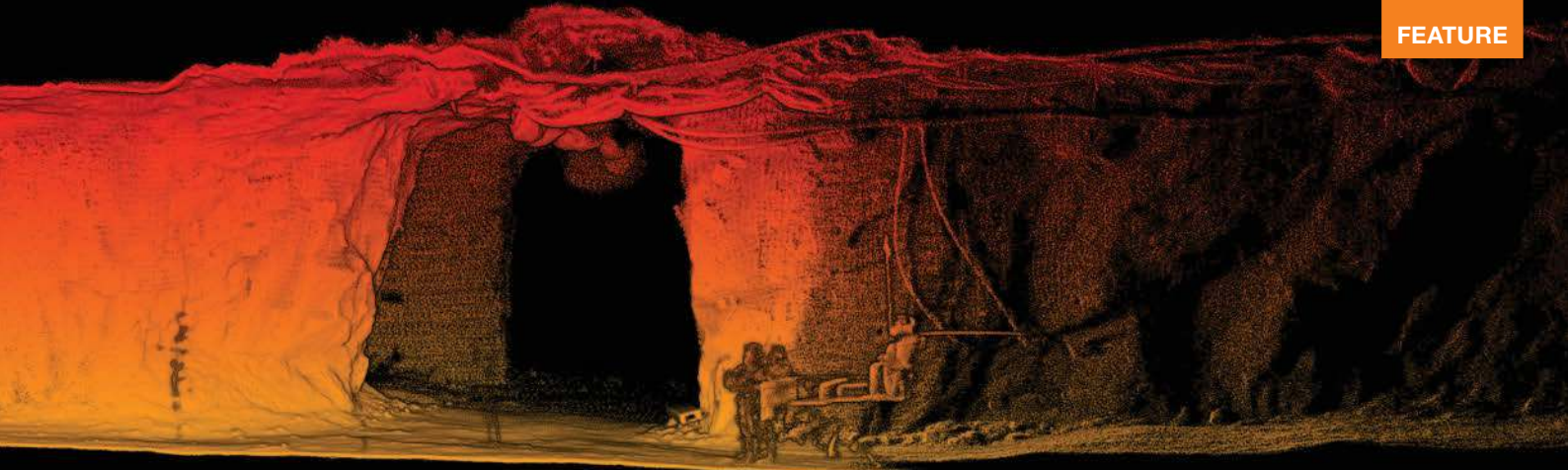
Traction Control on the loader and Autodig, where the machine digs the load itself rather than the operator having to do it, is an exciting new feature. There has already been positive feedback from the teams on site, with full buckets consistently being achieved.

This is the first step in the automation process. Next, tele-remoting will be set up in time for stoping in early 2020 with the intention of tele-remoting from the surface from day one at Dargues.

### **Summary of loader automation benefits**

- **Improved safety**
- **Preservation of machine engine and tyres**
- **Consistency in production results**
- **Improved output**
- **Efficient use of labour**





Autonomous drone footage.

### Drones

Working with drone automation company, Emesent, PYBAR has conducted trials at Dargues and Woodlawn in recent months. The drones use LiDAR (Light Detection and Ranging) and SLAM (Simultaneous Localisation and Mapping) technology, both developed in Australia, to track drones underground and keep them away from obstacles. All involved with the trials were impressed with the speed at which the information gathered can be processed.

The drones also produce some spectacular underground imagery. The technology has great potential and we are busy assessing our options to see how it can best be applied to our business.

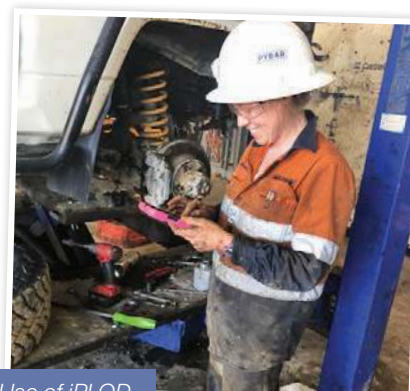
### Machine data installations

Almost all of our Cat machines (except for a few older models) have now been fitted for data connectivity. We work closely with WesTrac to collate and visualise the information gathered. This will give us the ability to access items such as basic machine health data, low fidelity production information and fuel burn which will help increase visibility across the fleet. Machine data will improve data validation and streamline our processes for items such as costing and consumption.

### Weighbridges

Weighbridges have been installed across the business, allowing the weighing and scanning of payloads. This information is merged with the information that is recorded by operators so that we are able to link individual loads to specific activities.

This has helped provide better visibility into our operations and projects and to establish a feedback loop to operators and others on site. It has also assisted our end-of-month reconciliation process with the use of common data sets allowing for better, more informed decision-making.



Use of iPLOC.

# TENDER UPDATE

PROJECTS WON FROM:  
JULY 2019 – SEPTEMBER 2019



## QLD

Rig: 61RH  
Rig: Easer L

## NSW

Rig: Easer L (1)  
Rig: Easer L (2)



Epiroc Easer.



Our new Epiroc Easer in action setting up for a 1.420m diameter conventional slot rise.

## GREAT RESULTS FOR RAISE BORE DIVISION

### NEW CONTRACTS SECURED

**PYBAR's Raise Bore Division is making great strides with some exciting new contracts secured.**

The Raise Bore Division continues to receive many enquiries about our fleet. Our Epiroc Easer slot drilling rigs continue to win work with both new and existing clients who are keen to take advantage of the Easer's capability, performance and ease of functionality.

The Easers have been achieving excellent results for our clients in all modes of drilling, conventional, up hole (box hole) and down reaming. With the ease of set up and no requirement for concrete foundations, the Easers are making slot hole drilling a very attractive option for our clients.

Scopes of work from recent raise bore contract wins are:

- 9", 12-1/4" and 18" diameter service and paste holes ranging from 30m to 330m;
- 750mm and 1.1m diameter up hole slots (box hole slots) ranging from 20m to 60m;
- 1.1m and 1.4m diameter escape ways ranging from 25m to 320m;
- 3.1m and 3.5m diameter underground ore passes ranging from 80m to 160m; and
- 4.0m, 5.0m and 5.5m diameter ventilation shafts ranging from 110m to 410m.



# TRAVELEDGE

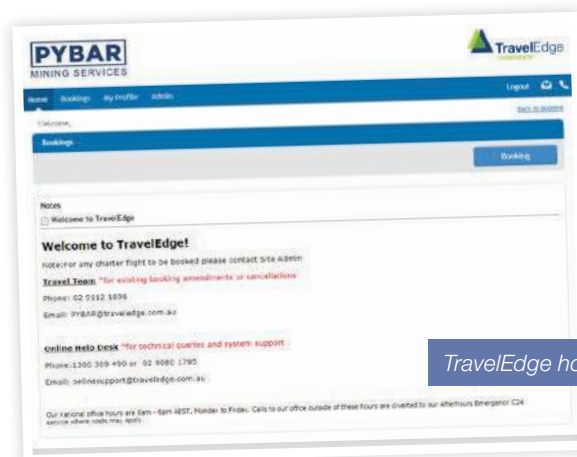
## NEW SYSTEM IMPROVES TRAVEL BOOKING PROCESS AND REDUCES COSTS

**PYBAR's new travel management booking tool, TravelEdge, streamlines booking and cost management processes for administrators and corporate staff.**

The launch of the TravelEdge booking system across the business is the culmination of a year's work by Lee Chapman, PYBAR's Procurement Supervisor.

During this time, Lee worked with a group of PYBAR staff who regularly book travel arrangements to identify key issues, areas for improvement and test the system. In April, TravelEdge training sessions were delivered to administrators and regular travellers and the system went live.

Since then, users have told us TravelEdge saves them time, is more efficient and easier to use for making travel arrangements and reconciling costs. Managers have also told us they are experiencing improved data management and visibility because they can now view travel bookings and costs and run expenditure reports relevant to their projects or departments, at any time. Further, as



*TravelEdge home page.*

the new system provides discounts with major airlines, PYBAR is delighted to announce we have already achieved an eight per cent reduction in travel costs - a significant saving as this represents a large proportion of our operating costs.

As a bonus benefit, all PYBAR employees can access negotiated holiday discounts on airfares, car hire and accommodation.

For more information about employee holiday discounts, email the TravelEdge Solution Centre at [onlinesupport@traveledge.com.au](mailto:onlinesupport@traveledge.com.au) and request a login.

If you already have a TravelEdge portal login, simply choose the "holiday" policy on the initial booking screen.



*L - R: Lee Chapman, PYBAR Procurement Supervisor with Cian Voets, TravelEdge Corporate Team Manager and Linda Brown, TravelEdge National Account Manager.*





L - R: Michael Ma of Mining One and Alan Bermingham of PYBAR.

# ENGINEER SKILLS EXCHANGE PROGRAM

## NEW PARTNERSHIP WITH MINING ONE



**PYBAR is pleased to announce a new Engineer Skills Exchange Program developed in partnership with Mining One Consultants.**

The Program provides upskilling opportunities for our valuable team of mining engineers through secondments to Mining One.

Mining One provides technical expertise in the fields of mine engineering, geotechnical engineering and resource geology, and has multiple offices around the world. Their expertise and exposure to global practices will provide PYBAR's engineers the opportunity to develop their technical and planning capability skills.

While our associated company Diversified Minerals already offers technical and planning experience to engineers involved in the Henty Gold Mine and Dargues Gold Mine projects, this new partnership provides opportunities to our team of 30+ engineers to develop skills not traditionally offered in the contracting space. Similarly, PYBAR is hosting Mining One engineers and exposing them to our underground operational know-how and the best practice processes and procedures on which we pride ourselves.

Alan Bermingham, from the King Vol Project, is the first PYBAR engineer to participate in the Engineer Skills Exchange Program and commenced his six-month secondment with Mining One in August. Alan is currently based at Mining One's head office in Melbourne learning all aspects of mine design, planning and ventilation.

We look forward to further developing our team of talented engineers and will bring you updates on the Engineer Skills Exchange Program and our partnership with Mining One in future editions.



# IPLD VERSION 3 CONTINUES TO EVOLVE

## APP NOW AVAILABLE IN ANDROID AND COMING SOON TO IOS

With more modules added as part of the continuing development of Version 3, the iPLD app is now also available across multiple operating platforms.

The development of iPLD V3 includes a range of new features and functionality whilst the app originally developed for the Android operating system will soon be used on Apple devices with the iOS version available.

V3 represents a major update of the app, which has been in use at PYBAR sites since mid-2017.

A key focus in the development of V3 has been on the stores module which has undergone extensive testing and is now live in the field across all of our sites. The module features a handheld scanning device that has been adapted to receive barcodes and track inventory. As part of its development, a purchase order framework is also currently being deployed across all sites.

Moving forward, more images and documents will be able to be stored against events and tasks that are being tracked in iPLD, which will further improve the quality and depth of information that is gathered from operators.

### WebBAR Updates

The roster module has been going through its final stages of testing before being rolled out across the business. The module will have a shift planning feature which is in beta testing across a few of our sites and will be rolled out in the coming months.

Another new feature of WebBAR is an explosives validation interface deployed across all PYBAR sites which enables us to improve how we track drill consumables across the business. By tracking this data in iPLD and logging it into an inventory system via WebBAR we can produce more effective and accurate audits of our consumables.



*iPLD - portable access to information and data entry.*

*New R1700 loader.*



## FIRST CAT® R1700 DEPLOYED AT DARGUES

### FULL AUTOMATION THE END-GOAL

**The first of two new Cat® R1700 underground loaders has been deployed at Dargues Gold Mine with another set to arrive in the coming months.**

The new machines have capabilities for full automation that will eventually allow them to be driven from the surface. The loaders will teleremote loads of ore from stopes to stockpiles before manual loading onto trucks for processing.

Stage 1 of the loader's remote capability has been successfully commissioned and used to remove material from the bottom of the mine's Return Air Rise (RAR) shaft.

The next generation Cat loaders were purchased after very successful trials at the Vivien mine in 2017. The tests delivered impressive results, including quicker bucket loading, faster cycle times, greater payloads and less fuel burn.

These benefits will now be possible at the Dargues operation making for increased productivity and efficiencies as well as safety improvements.





# TAGBOARD INTRANET REDEVELOPMENT

## IMPROVING THE USER EXPERIENCE

**PYBAR has commenced with the redevelopment of its Tagboard intranet site with the purpose of enhancing the user experience.**

Limitations with the older intranet technology became evident during a series of interviews with staff to identify key problem areas and opportunities for improvement.

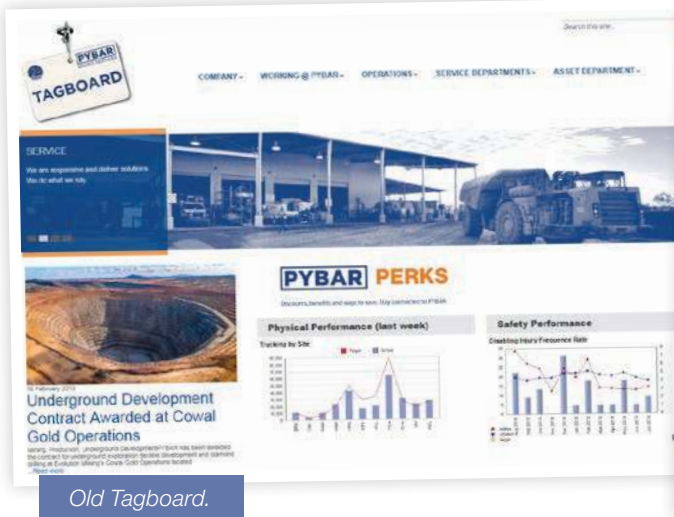
The results, summarised here, show that the ability to search for and find documents, and a slow intranet are the primary frustrations for users. As a result, the redevelopment will focus on making the intranet faster and more user-friendly.

The intranet currently runs on SharePoint 2010 – an older technology with limitations – and upgrading to the latest SharePoint Online software will offer many advanced features for users to enjoy. This will include advanced document searching capability and the ability to synchronize any SharePoint library to the hard drive on the desktop PC.

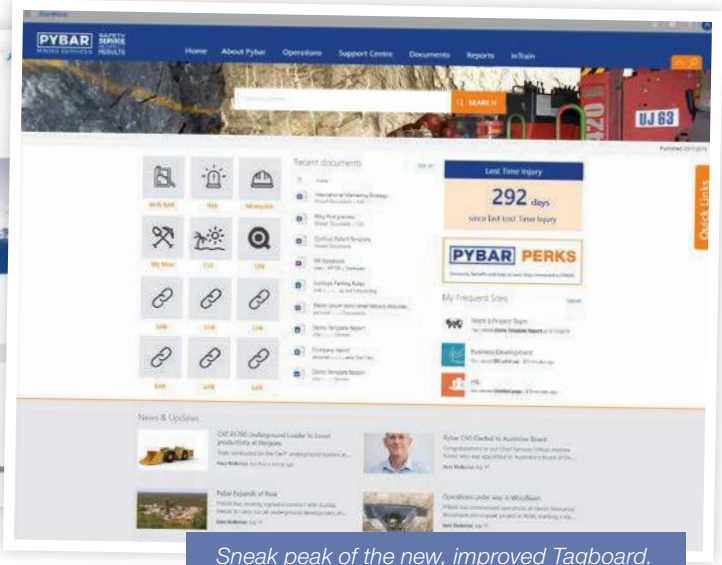
These and other changes are being incorporated into a re-design of Tagboard and the new intranet is expected to go live before the end of the year.

### Human-centred design

When designing our new intranet, end-users were the focus of every decision we made. We adopted a Human Centred Design (HCD) approach and conducted interviews on-site and at our Orange office with a range of employees who use the site in different ways. We spoke to safety trainers, storemen, administrators, engineers, HR and project managers.



Old Tagboard.



Sneak peak of the new, improved Tagboard.

## SEARCH 95%

- Search takes too long to return search results.

## PERMISSION & ACCESS 35%

- Access control not working, users get 'Access Denied'.

## FINDING A DOCUMENT 100%

- Documents are outdated.
- Duplicate documents.
- Info relating to particular areas should be visible.

## PRINTING 35%

- Printing of documents takes too long (25mins).

## INFORMATION 65%

- Notifications should be surfaced as company updates or mine updates.

## DOCUMENT OWNERSHIP/SHARING 80%

- Global Docs / Working Library / Folder.
- Document ownership and 'shared with' info.

## INTRANET 100%

- Overall experience is that the intranet is slow.

## ALERTS 95%

- Alerts and safety information should be visible on homepage.

User feedback on existing Tagboard.

## KEY FEATURES OF THE NEW SYSTEM:

- A 'Quick Links' section on the homepage that will serve as a shortcut to commonly used systems and websites, such as WebBAR, Employee Self Service (ESS) portal, and many more; and
- Advanced search functionality and improved user experience features, including document review, recent documents list, and search 'toggles' for document type filtering, which will provide our employees with a significantly improved search experience.

We then divided the responses into what was important to that person, what system or information they regularly needed to access, what frustrated them, and what would they like to see improved.

Responses were captured in a set of documents called 'Personas', which set out the functionality needs of Tagboard's users and helped the design team to develop a modern, useful, and productive SharePoint.

This project is still in its early stages but we have heard and appreciated your feedback and the team is currently working on a more intuitive and user-focussed system. The project will take approximately three months and we look forward to sharing its progress in future editions of this newsletter – stay tuned for the final reveal!



Improved document search functionality.



# CORE AWARDS

## RECOGNISING OUR MAY, JUNE & JULY WINNERS

**SAFETY  
SERVICE  
RESPECT  
RESULTS**

The CORE Awards program recognises employees who have stood out from the crowd and acknowledges their achievements. The program includes all PYBAR employees. If you have seen a colleague doing something great, please nominate them. You can also congratulate the nominees and winners on Facebook and PYBAR PERKS.

### MAY



#### **DAMIAN HONE – SAFETY + RESPECT**

JUMBO OPERATOR, BLACK ROCK

Damian consistently utilises his significant mining knowledge to maintain, improve and encourage safe work practices for all personnel on site.

#### **TROY MARTYN – SAFETY + RESPECT**

SHOTCRETER, HERA

Troy acted quickly and administered first aid to a fellow crew member, which had a direct positive impact on the outcome of an injury.

#### **ANDREW ROBERTSON – SAFETY**

BOGGER OPERATOR, PEAK

Andrew's attitude towards safe production is second to none. He is always willing to put in the extra effort and is a valuable and reliable member of our crew.

#### **JOHN HALUN – SAFETY**

SERVICE FITTER, THALANGA

John's commitment to safety was evident when he identified a crack in the boom extension. In addition, he provides good, thorough daily service on UJ89.



#### **MARDI VAN DARTEL – SERVICE + RESPECT**

RECEPTIONIST, CORPORATE OFFICE

Stepping up to provide assistance in the Assets Department, Mardi shows great initiative and is keen to learn new jobs.

#### **BOBBY GILES – SERVICE**

CHARGE UP OPERATOR, WOODLAWN

No job is too big or too small for Bobby who is always willing to help anyone out.



#### **BYRON MCMILLAN-BOS – RESPECT + SERVICE**

APPRENTICE FITTER, HENTY

Byron stepped-up to help when his tradesman was on restricted duties.

#### **NATALIE MCLEISH – RESPECT**

SITE ADMINISTRATOR, VIVIEN

Nat is a great team player who consistently ensures that the crib room is clean and tidy for all to use. She also goes out of her way to help the maintenance and mining foremen and miners resolve any issues.



#### **ALAN BERMINGHAM – RESULTS**

GRADUATE MINING ENGINEER, KING VOL

Alan's attention to detail in his work is exceptional. He works of his own accord while on R&R.

## JUNE

**MICHAEL LENNANE – SAFETY + RESPECT**

BOGGER OPERATOR, COWAL

Michael takes great pride in his work and completes his jobs in a safe manner. He never hesitates to do what is asked of him.

**BENJAMIN STUART – SAFETY, SERVICE + RESPECT**

BOGGER OPERATOR, DARGUES

Ben is an integral part of the crew. He completes his tasks in a safe and organised manner to a standard that exceeds expectations and shares his knowledge with less experienced crew members.

**CHRISTOPHER GUNTON – SAFETY + RESPECT**

SHIFT SUPERVISOR, HENTY

Chris demonstrates the highest level of professionalism as a shift supervisor. He cares about the safety of his crew and develops them as a team.

**DENNY WEBSTER – SAFETY + SERVICE**

DRILLER, THALANGA

Denny is always the first one on the job, helps others when needed and has a high commitment to safety.

**RICHARD PITTAWAY – SERVICE + RESPECT**

JUMBO OPERATOR, VIVIEN

Richard's attitude towards stepping up to shift boss is excellent. He is always willing to help out on crew/shift, doing handovers which are informative, and ensures that all start checks are done and priorities achieved for the shift.

**STEWART HEAVEN – SERVICE + RESULTS**

JUMBO OPERATOR, BLACK ROCK

Stewart's innovative design on the dozer plate saves one hour per feed rope.

**JOSHUA BARRETT – RESPECT, SERVICE + RESULTS**

DRILL FITTER, CADIA VALLEY OPERATIONS

Joshua continuously demonstrates PYBAR's values in his work. His outstanding efforts and dedication to project success (even in his own time) has not gone unnoticed by his team.

**ROBERT GOOD – RESPECT + SERVICE**

TRUCK OPERATOR, PEAK

Robert's positive attitude towards his daily tasks and his dedication to house-keeping underground make him a great team worker.

**SALLY DYE – RESPECT**

SYSTEMS ADMINISTRATOR, CORPORATE OFFICE

After surgery to fix her hard-working hands, Sally showed true commitment to her work by returning to site soon afterwards.

**ALEX AMOS – RESPECT**

DRILLER, HERA

Alex consistently delivers great work with a good attitude.

**DAVID BAXTER – RESPECT + RESULTS**

JUMBO OPERATOR, WOODLAWN

David's performance is always of the highest standard and he constantly mentors crew members.

**DUNCAN IDAHO – RESULTS**

CHARGE UP OPERATOR, KING VOL

Duncan always does a good job development charging, going above and beyond to achieve a great result.



## JULY

**MICHAEL SAMUELS – SAFETY**

SHIFT FITTER, DARGUES

Mick is dedicated to completing his work and finding and repairing faults on machines. He sometimes takes manuals home to read and understand how to identify faults!

**DANIEL FAHY – SAFETY**

TRUCK OPERATOR, HERA

Daniel is a quick learner and shows great patience with new starters. He always prioritises safety in his everyday work and guidance of others.

**GLEN TUCKER – SAFETY**

JUMBO OPERATOR, KING VOL

Glen sets a high standard in his work with safety his foremost priority. He identified a wedge in the left hand wall at the decline face and put provisions in place to rectify the issue.

**TREVOR DENNY – SAFETY, RESPECT + SERVICE**

BOGGER OPERATOR, VIVIEN

Trevor consistently has high outputs in whatever task he performs. He works hard to ensure he operates in a safe environment.

**ROSLYN CIPOLLONE – SERVICE + RESPECT**

FINANCIAL CONTROLLER, CORPORATE OFFICE

Ros consistently provides support to all sites at any time of the day. She often works long hours to ensure end of month runs smoothly and her efforts and dedication to her role are appreciated.

**ANGELA NEILL – SERVICE, SAFETY + RESPECT**

S&amp;T COORDINATOR, COWAL

Angela goes above and beyond in any role she is given. Whether it's with the safety department or shift supervising, she treats others with respect. Angela is very results driven and a valued member of our team.

**MARK SULLIVAN – SERVICE**

ELECTRICIAN, HENTY

Mark is being recognised for his commitment to his work. He stayed back to help out with set up of remotes for the 2530 loader.

**SHINAYDE O'HARA – RESPECT**

NIPPER/OFFSIDER, HAMLET NORTH

Shinayde took her time to train a new truckie and show them the standards expected by PYBAR. Her effort and work were greatly appreciated.

**THOMAS LAMBERT – RESPECT + SERVICE**

JUMBO OPERATOR, BLACK ROCK

Thomas has a great attitude and is dedicated to getting results. His work ethic is second to none.

**TAUFAO TAUFAO – RESPECT**

BOGGER OPERATOR, PEAK

Taufao performs a variety of roles with equal enthusiasm, never complaining. He just gets in and does it.

**JOSHUA MCGREGOR – RESPECT**

CHARGE UP OPERATOR, WOODLAWN

Joshua always puts his hand up to help others. He has a great work ethic.

**MICHAEL WAKEFORD – RESPECT**

SHIFT SUPERVISOR, THALANGA

Michael consistently goes above and beyond for his crews and demonstrates great leadership skills and a dedication to teamwork.

**MICHAEL HOWE – RESULTS**

RAISE BORE DRILLER, RAISE BORE DIVISION

Michael has shown great service to PYBAR and gives 100 percent towards all tasks.

# VALUES IN ACTION

## WHAT THEY MEAN TO ME

PYBAR's Chief Operating Officer, Scott Todd, reflects on what the PYBAR Values – SAFETY, SERVICE, RESPECT and RESULTS – mean to him.

### SAFETY

I summarise the value of SAFETY as “working toward an injury free workplace.” This describes that we are on a journey (moving and looking forward) and we are striving to improve, towards the goal of a workplace where we don't injure people. We often talk about our social licence to operate in the mining industry. I believe that this is even more important.

SAFETY of our personnel is paramount and each of us has a personal commitment to the SAFETY of ourselves and others. If we cannot do the job safely then we do not do it.

We demonstrate this behaviour daily with our loved ones, and work and our colleagues should receive the same commitment.

### Behaviours that demonstrate SAFETY are:

- Commitment
- Empathy
- Leading by example
- Risk awareness

### SERVICE

We are focused on delivering the outcomes that our customers and our employees expect. In other words, “we do what we say we do”. We are delivering on our promises. We go the extra mile when required. We must under-promise and over-deliver.

### Behaviours that demonstrate SERVICE are:

- Agility
- Focus on getting on with the job
- Enthusiasm and drive to succeed



Scott Todd, PYBAR Chief Operating Officer.

### RESPECT

We work on the basis of trust, and act honestly in our dealings with others. We maintain a high level of integrity. We look after our people and treat everyone equally, fairly and tolerantly.

We treat our customers the same as our people and look to form long-term relationships with them. We are not litigious.

### Behaviours that demonstrate RESPECT are:

- Honesty
- Trust
- Integrity
- Commitment

### RESULTS

RESULTS means over-delivering on our client and employee expectations. This is the essence of what we do and why we are in business. We set stretch targets that are achievable and strive to deliver against them. RESULTS are the outcomes of our efforts.

### Behaviours that demonstrate RESULTS are:

- Goal-focussed
- Benchmarking
- Commercial understanding
- Striving to exceed





ERT members in a fire fighting scenario.

# EMERGENCY RESPONSE AND RESCUE TRAINING

## AIM TO THE RESCUE

The Australian Institute of Mining (AIM) is providing safety and mines rescue training to ERT employees across the company, supporting their on-going personal development.

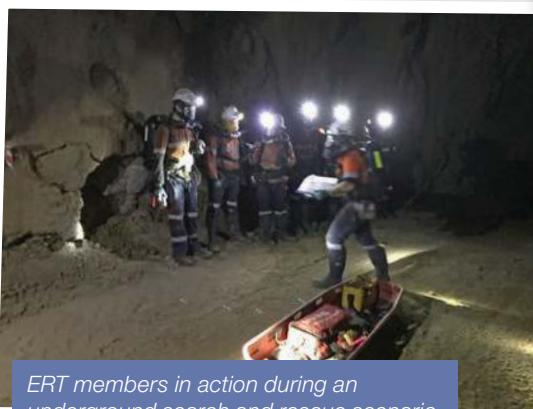
The Mine Emergency Response and Rescue Underground (MERRUG) internal block training, encompasses a comprehensive eight-day program, covering all facets of underground mines rescue, including closed circuit breathing apparatus.

Sixteen employees from across PYBAR operations have undergone training at the Henty Gold Mine in Tasmania. Congratulations to those members of staff who have successfully completed the training.

AIM continues to work towards obtaining Registered Training Organisation (RTO) status, with our application submitted to ASQA in August. Whilst our application is progressing, we continue to expand our capability to be able to deliver high quality safety and training programs and courses for employees.

Training is delivered to PYBAR ERT teams as well as to client sites and covers the following areas:

- Underground mines rescue
- Surface mines rescue
- Road accident rescue
- Vertical rope rescue
- Hazmat training
- Confined space training
- Working at heights
- Incident management training
- First aid training
- ERT captain training
- Emergency control room training
- Underground self-escape training
- Fire training
- Modified client site-based training



ERT members in action during an underground search and rescue scenario.



CPR being performed by the participants.



**For more information about Emergency Response Training and programs, please contact Andrew Burt, Safety & Training Coordinator:**  
[andrew.burt@pybar.com.au](mailto:andrew.burt@pybar.com.au)

# SETTING THE STANDARD

## CELEBRATING OUR WINNERS

The employee recognition program initiated in March acknowledges colleagues who exemplify PYBAR values and demonstrate a positive work ethic.

#SettingTheStandard winners are acknowledged monthly and profiled on social media as well as on our Careers website.

The program makes a valuable contribution to recognising hard work as well as how staff might have assisted each other or gone above and beyond their normal duties to perform ad hoc tasks that make a difference.

The winners for May, June and July are Troy Martyn, Chris Steer and Shinayde O'Hara. Congratulations!



Tara Cain, Junior Jumbo Operator bolting and meshing in the 9084 FAA at Hamlet North.

# DIVERSITY THROUGH TEAMWORK

## HAMLET NORTH SHOWS THE WAY

Hamlet North Project Manager Holly Allday addressed the Women in Mining Western Australia (WIMWA) Summit in September where she spoke about the value and potential of teams.

Holly's presentation at the Summit, held at the Crown in Perth on 27 September, was titled "Position before Submission" and discussed the complexities of teamwork and the importance of recognising how a diverse team driven towards the same goal can reap rewards.

"I was very honoured to be invited to speak at the summit," Holly said. "It provided an amazing opportunity to speak about two of my passions, teams and Brazilian Jiu-Jitsu, and what companies such as PYBAR are doing to be an employer of choice supporting diversity across a range of areas including gender, background and experience, and ideas and thinking."

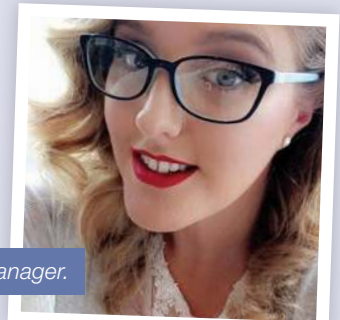
The PYBAR approach to hiring the best person for the job is reflected in the team at Hamlet North where opportunities are available for dynamic individuals to make a contribution at all levels.

"We have women and men lining up to work side-by-side across all levels of the operation and it makes me very proud to be leading a team like this.

"We are taking diversity beyond gender to set ourselves up for success," Holly said.

The team at Hamlet North currently has a 20 percent female complement, which is four percent above the National average.

Holly Allday, Hamlet North Project Manager.



**SETTING THE STANDARD**  
MAY 2019

**TROY MARTYN**  
SHOTCRETER  
HERA

SAFETY SERVICE CORE  
RESPECT RESULTS AWARDS

**PYBAR**  
MINING SERVICES

#SETTINGTHESTANDARD

**SETTING THE STANDARD**  
JUNE 2019

**CHRIS STEER**  
BOGGER OPERATOR  
COWAL

SAFETY SERVICE CORE  
RESPECT RESULTS AWARDS

**PYBAR**  
MINING SERVICES

#SETTINGTHESTANDARD

**SETTING THE STANDARD**  
JULY 2019

**SHINAYDE O'HARA**  
NIPPER OFFSIDER  
HAMLET NORTH

SAFETY SERVICE CORE  
RESPECT RESULTS AWARDS

**PYBAR**  
MINING SERVICES

#SETTINGTHESTANDARD





PYBASH Car 095 ready to roll.

# PYBAR RAISES RECORD AMOUNT FOR CHARITY – OVER \$70,000!

**\$70,059.96 raised, 4,570kms completed AND a Variety Full Cup Trophy for PYBASH team.**

In July, our fearless PYBASH team set off in Car 095 with a goal to raise at least \$33,000 for Variety, the Children's Charity in Australia's largest and longest running annual charity motoring event, the Variety B2B Bash.

Thanks to the dedication and generosity of suppliers, employees, friends, family and colleagues, the team absolutely smashed their goal and raised an **incredible \$70,059.96!** This well exceeds PYBAR's highest ever annual fundraising total (by a long shot!) and we are so proud of everyone's efforts in supporting this worthy cause.

The money will go towards therapy equipment and services, communication devices, education aides, mobility equipment and wheelchairs, medical items and support programs for children and families in need.

The PYBASH team consisted of Team Captain and PYBAR Group Executive Chairman, Paul Rouse, and crew, Chief Technology Officer, Andrew Rouse, John Coppock and Mario Cuenca.



The finish line of the Bondi to Batt Reef 2019 Variety B2B Bash.





PYBASH's crew decked out in NSW State of Origin kit for one of the B2B Bash theme days.

L - R: Paul Rouse, John Coppock, Mario Cuenca, Andrew Rouse.



Roger Calvert, Castrol Mining & Industrial and Lee Chapman, PYBAR's Procurement Supervisor, holding one of the kindly donated auction items.



PYBASH Team Captain, Paul Rouse, proudly holding the Variety Full Cup Trophy, awarded to teams raising in excess of \$66,000 for children in need.



Team Captain Paul Rouse shows off the PYBASH Car 095 to some of the PYBAR King Vol crew at Chillagoe.

Together, they drove an amazing 4,570km from Bondi Beach through Singleton, Inverell, Miles, Emerald, Hughenden, Georgetown, Karumba and Chillagoe to Port Douglas. From there they travelled by boat to the finish-line on a pontoon on Batt Reef.

While overnighing at Chillagoe, the PYBASH team called in to the King Vol mine to say hi to the hardworking PYBAR crew and show off the PYBASH car. A big thank you to Jeff Hunt, Auto Electrician, and Ben Prior, LV Fitter, who repaired an issue with the PYBASH car's air-conditioning which had seen the cabin filled with road dust for days – thanks guys, the PYBASH crew really appreciated your help!

The PYBASH team took home the prestigious Variety Full Cup Trophy which is awarded to teams who raise more than \$66,000.

One of our regular supporters is Castrol Mining & Industrial who this year donated a highly sought-after framed Castrol Racing shirt, signed by Daniel Ricciardo, for our fundraising auction. Drew Apps, PYBAR's Transport Supervisor, was the successful bidder on this item and we thank him for his generous support. Straight to the pool room, Drew!

PYBAR is proud to support Variety, the Children's Charity as our primary charity cause. This year's Variety B2B Bash raised over \$1.5M and we are delighted to have contributed to this total which will make a real difference to the lives of children in need.

The PYBASH team looks forward to being part of the event again next year.



# DIGGERS & DEALERS 19

## ANOTHER GREAT YEAR AT DIGGERS AND DEALERS

The annual Diggers and Dealers Mining Forum took place in Kalgoorlie in August with the healthy gold price a key talking point.

PYBAR attended the Diggers and Dealers event from 5 – 7 August in Kalgoorlie.

In addition to meeting clients and suppliers and attending presentations, the team met former Prime Minister, Hon. John Howard and the West Coast Eagles AFL team mascot, Rick the Eagle.

Chief Technology Officer, Andrew Rouse said: "It was great to catch up with clients who were there and to attend many of the presentations, which were of a very good quality this year.

"The mood was optimistic and there was a positive sense in the industry that the good times are coming back.

"In particular, the gold producers were in high spirits given the gold price was well over \$2,000 an ounce at the time. That is good news for us too as mining operators because it means there are potentially many new projects that will be opening up".

Brendan Rouse, Andrew Rouse, Scott Todd, Arie Bets, Wayne Gough, Nick Woolrych and Stew McLeod all attended the event.



The team with the West Coast Eagles' Rick the Eagle.



Former Prime Minister, Hon. John Howard, presenting the Keynote Speech.



PYBAR stand at Diggers and Dealers.





Course participants with trainer Graham Terrey (front left) from Mine Resilience.

# NSW SHIFT SUPERVISOR TRAINING

## 22 EMPLOYEES CERTIFIED

Since June this year, PYBAR has supported 22 employees from around our NSW sites to complete their Certificate IV in Metalliferous Mining Operations (Underground).



Mine Resilience's Trainer, Graham Terrey, and PYBAR Group Executive Chairman, Paul Rouse with course participants.

The Certificate IV is a core competency of the NSW Underground Mining Supervisor Practicing Certificate, which is now mandatory for all NSW underground shift supervisors.

The Certificate ensures that NSW mining professionals in safety critical roles have the necessary current skills and knowledge to keep them and their teams safe.

The training was delivered by Graham Terrey of Mine Resilience and the final requirement for participants is to pass an oral exam which will be completed in late 2019 and early 2020.

We wish everyone well in their final oral exams and look forward to supporting others to complete their NSW Underground Mining Supervisor Practicing Certificate.

During the September intake, we welcomed four participants from Newcrest's Cadia Valley Operations to the training course.



# FIVE YEARS' SERVICE

## CONGRATULATIONS ON YOUR ANNIVERSARY

Thank you for five years of dedicated service to PYBAR.

START DATE	EMPLOYEE	POSITION	LOCATION
30/09/2014	Trent Kingham	Leading Hand Fitter	Vivien
11/08/2014	Luke Davis	Service Crew	Peak
11/08/2014	Nick Woolrych	Chief Executive Officer Diversified Minerals	Corporate Office
11/08/2014	Chris Yap	Technical Services Manager	Corporate Office
1/08/2014	David Anders	Storeperson	Cadia Valley Operations
1/08/2014	David Gosper	Storeperson	Cadia Valley Operations
1/08/2014	Raymond Lane	Storeperson	Cadia Valley Operations
1/08/2014	Helen McGregor	Storeperson	Cadia Valley Operations
1/08/2014	Jason Mueller	Storeperson	Cadia Valley Operations
1/08/2014	Esse Thornberry	Storeperson	Cadia Valley Operations
1/07/2014	Shelley Hill	Business Systems Analyst	Corporate Office
1/07/2014	Andrew Samways	Business Systems Manager	Corporate Office

5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5

# TEN YEAR MILESTONE

## THANKS FOR YOUR HARD WORK

We are incredibly proud to have you on our team.

START DATE	EMPLOYEE	POSITION	LOCATION
28/09/2009	Timothy Barnes	General Operator	Cadia Valley Operations



10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS 10

# WELCOME ARIE BETS

## CHIEF FINANCIAL OFFICER

**PYBAR is delighted to welcome our new Chief Financial Officer, Arie Bets, a Chartered Accountant with 22 years' experience.**

Arie's previous experience includes ten years in senior commercial finance roles including underground contract mining with Barmenco and Macmahon, and ten years with professional services firms PwC and KPMG.

During his career, Arie has worked across a broad range of disciplines including mergers and acquisitions, strategy, planning and analysis, commercial, risk management, pricing, corporate finance, financial control, treasury, tax and shared services.

Arie is married to Anne-mari and they have two children, Amber (10) and Ben (7). They have relocated from Perth to Orange in New South Wales for Arie to work in the Orange Office. The family moved just in time for the kids to have their first experience with snow and building a snowman.

The family loves spending time in the outdoors and camping. Arie also enjoys a social game of golf but doesn't claim to be any good at it.



*Arie Bets, CFO.*



*Amber and Ben build their first snowman.*

# NEW SAFETY AND TRAINING COORDINATOR

## WELCOME ANDREW BURT

**Andrew Burt has joined us as Safety and Training Coordinator working with the PYBAR Safety, Health, Environment and Training Department and new RTO division known as the Australian Institute of Mining (AIM).**

Andrew has over 30 years' experience in underground and open-cut mining, with hands on expertise in all aspects of safety and rescue within the mining industry. Beginning his career at the North Mine Operations in Broken Hill in 1987, he worked in various positions including timber stope miner, loader operator, and driller, before shifting his focus to mine ventilation in 1992.

In 2002, Andrew relocated to Orange to work at Newcrest Cadia Valley Operations in various roles including production driller and emergency response officer. In 2007, he joined the NSW Mines Rescue Service as training coordinator where he provided on-the-job emergency management and rescue training to a range of industries and external agencies. His experience includes leading teams in real-time situations, including through large structural fires



*Andrew Burt, PYBAR's new Safety and Training Coordinator, brings a wealth of experience to PYBAR and AIM.*

and recoveries, both in Australia and overseas, and he has been a team trainer and keen competitor in rescue competitions.

Initially, Andrew will work to upskill current PYBAR and client employees, but we recognise there are also significant growth opportunities for this type of training across the mining industry and we look forward to exploring these further down the track.

Welcome Andrew!



**AIM will utilise Andrew's knowledge and experience to offer training and qualifications in emergency preparedness specific to the hard rock mining sector. Andrew will also deliver training in:**

- Mines Rescue;
- Working at Heights;
- Confined Spaces;
- Hazmat; and
- First-Aid.