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PYBAR MINING SERVICES

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A MESSAGE FROM OUR CEO

Although we have been challenged with a tough start to 2020, we have seen the true dedication, resilience and integrity of our employees, who have united to show their support for one another and the wider community.

Vale Cameron Goss

On behalf of myself and the executive team, we wish to express our deepest sympathies to the co-workers, friends and family of Cameron Goss. Born and raised in Queenstown, Tasmania, Cameron was well known by the West Coast community and those who worked alongside him at Henty Gold Mine. His death has impacted Queenstown, his colleagues and the mining industry. We thank everyone involved in the recovery efforts for their hard work. We know it was a very challenging time, but we could not have done it without you. Please take the time to mourn the tragic loss of Cameron and cherish his memory.

COVID-19

The impact of the COVID-19 pandemic is reverberating across the world and is affecting Australian society and business conditions accordingly. As we navigate through these difficult times, the health and wellbeing of our employees, their families and the communities in which we operate is our number one priority. Due to the rapidly changing nature of this global crisis, we will continue to share updates and implement measures across all sites to reduce the impact and risk of COVID-19. We urge all employees to strictly apply the measures that are being put in place by Government to slow the spread of the virus across our communities. Please maintain good personal hygiene by regularly washing your hands with soap and water, avoid touching your face and avoid close contact with others. Please respect each other's space at this time, and look after your friends and family.

Project updates

2020 has presented a challenging climate for the mining and resources sector, which has led to the recent closures of the King Vol and Woodlawn projects. The nature of these closures is by no means a reflection of our performance, rather a reflection of the current climate in which we operate. As a business, we recognise the importance of our people and are working hard to determine opportunities for redeployment. I would like to acknowledge the hard work, dedication and performance of all employees who played a role in the operation of both sites.

Dargues Gold Mine construction nearing completion

Underground development has been underway at Dargues Gold Mine since 2017 and construction of the project infrastructure is now nearing completion. We expect the processing plant to soon produce its first gold concentrate; a momentous occasion for the first new gold mine approved in NSW in over ten years. We would like to commend the team for their outstanding work throughout the construction process, and look forward to a bright future for Dargues and the local community.

Gold prices reach record high

Following on from its fourth consecutive annual gain in 2019, the gold price has reached a new record high this year and is expected to continue to increase throughout 2020. With the gold market in a promising position, we look forward to the opportunities and growth that lie ahead for PYBAR.

I thank you all, once again, for your hard work and commitment to our company at this time. As we stand strong together, we will come out the other side prosperous.

Regards,

Brendan Rouse – CEO

2019 EMPLOYEE OF THE YEAR

CONGRATULATIONS TO OUR WINNER AND RUNNER-UP

The Employee of the Year and runner-up have been chosen for 2019 after another very successful year of our CORE Awards program.

CONGRATULATIONS TO OUR 2019 EMPLOYEE OF THE YEAR RICHARD PITTAWAY

Following another successful year of our CORE Awards program, we would like to congratulate the 2019 Employee of the Year and runner-up for their continuous hard work, dedication and commitment to the PYBAR values.

Congratulations to our 2019 Employee of the Year – Richard Pittaway!

Richard joined PYBAR on 24 August 2018 as a Frontline Jumbo Operator, based at Vivien Gold Mine before transitioning to a Mine Foreman role at Hamlet North. He is a talented and hard-working individual whose work quality is second to none. Richard's knowledge of all facets of the job is outstanding and he never compromises on safety.

He is an asset to PYBAR's WA operations and interacts with mining, maintenance and the client at a highly professional level. Richard is always willing to help out his teammates and train others, making him PYBAR's 2019 EOTY!

Richard Pittaway, PYBAR's 2019 EOTY Winner!

Q&A WITH RICHARD

TELL US A BIT ABOUT YOU, WHERE DID YOU GROW UP AND HOW DID YOU START YOUR MINING CAREER?

I grew up in Perth and attended the WA School of Mines in Kalgoorlie for a couple of years. One holiday, I did university vacation work and decided it was more fun staying on the side of good. 23 years later I'm still sort of on the side of good.

WHAT SPORTING TEAMS DO YOU FOLLOW OR PLAY?

I don't really watch sport since Adam Gilchrist retired way back. I never really got into footy as they change the rules too much.

WHAT DO YOU FIND YOURSELF DOING IN YOUR SPARE TIME?

Most of my spare time is spent in the garden. I collect rare and heritage varieties of fruit trees. In the eastern states there are groups looking to save these older, non-commercial varieties, but in WA this is very much in its infancy. These varieties taste so much better, but because they don't transport well people in WA have probably never tasted them. There are around 800 varieties of apples in Australia but I'm only up to 100.

TELL US ABOUT YOUR FAMILY.

Wife and two boys… none of them enjoy gardening.

WHO INSPIRES YOU?

Allan Wynyard & Hamish Morris.

WHAT IS YOUR SECRET HIDDEN TALENT THAT NO ONE KNOWS ABOUT?

Not really a secret but I do like to eat - so I am able to hold my own in the kitchen. I have written two articles for the fruit club in WA; one on apple polyploid and another on plant nutrition, with a third coming soon, explaining what mineral deficiencies look like on different fruit trees.

WHAT DO YOU ENJOY MOST ABOUT WORKING FOR PYBAR AND BEING IN THE ROLE YOU ARE IN?

The challenge every day of organising people and equipment to achieve the required outcome.

WHAT IS YOUR FAVOURITE QUOTE?

I'm just an ordinary guy doing extraordinary things.

Runner up, Cara Jordan!

A MASSIVE WELL DONE TO OUR 2019

RUNNER-UP CARA JORDAN

Cara is a Senior Human Resources Advisor, based at our Orange Office. She is a highly productive self-starter who is always willing to take on additional tasks outside of her normal duties and regularly works beyond normal hours, including weekends to get the job done.

Since joining PYBAR on 12 August 2010, Cara has developed excellent working relationships with managers, peers and other employees and is a valued member of the HR team. Cara's work ethic is highly commendable and she is an inspiration to her colleagues.

Q&A WITH CARA

HOW DID YOU START YOUR CAREER IN THE MINING INDUSTRY?

Prior to starting at PYBAR I hadn't long finished my higher school certificate. I initially joined the Orange Office as a temp admin assistant for the HR team, helping to file a mountain of payroll documents. I had no prior experience and came from working at a local gym and supermarket. A few months later, I was assisting the HR team with basic admin tasks like booking medicals… from there I never left!

TELL US WHERE YOU GREW UP.

I have grown up in and still reside in Orange.

WHAT DO YOU ENJOY MOST ABOUT WORKING FOR PYBAR AND BEING IN THE ROLE YOU ARE IN?

There are so many awesome people within the business, across all of our projects and within the corporate departments. Those people make it so enjoyable to work at PYBAR.

We have a great team with plenty of healthy office banter and nothing would be possible without their hard work. In our world, no one day is ever the same and we wouldn't have it any other way.

IF YOU HAD ONE EXTRA HOUR OF FREE TIME A DAY, HOW WOULD YOU USE IT?

Probably do more work! LOL!

WHO INSPIRES YOU?

Internally, I have been lucky enough to work with some amazing managers over the years, but one was particularly instrumental to my own development and that was Elsie Joubert.

Thank you to all who took the time to recognise the achievements of your colleagues and congratulations to the 20 finalists and all 2019 monthly winners who have demonstrated continuous commitment to our values, day in, day out!

2019 EMPLOYEE OF THE YEAR PRIZE PACKS

WINNER

- $1,000 PERKS credit
- Richard's name engraved on the Employee of the Year plaque at Orange Office
- Engraved trophy
- Framed certificate

RUNNER-UP

- $500 PERKS credit
- Engraved trophy
- Framed certificate

TENDER UPDATE

PROJECTS WON FROM: JANUARY 2020 TO MARCH 2020

AURELIA METALS

Peak Mines – Cobar, NSW

Cable bolting campaign

NEWCREST MINING

Cadia Valley Operations – Orange, NSW

Additional labour scope

EVOLUTION MINING

Cowal Gold Operation – West Wyalong, NSW

Post-development scope

2020 PYBAR EMPLOYEE SURVEY

THANK YOU FOR YOUR PARTICIPATION

Thank you to all who took the time to participate in the 2020 PYBAR Employee Survey.

The annual employee survey ran from Thursday 9 January to Sunday 15 March and was open to all PYBAR employees both on and off site. This year, we achieved an excellent response rate across the board.

The key to our success is our people and the culture we have built that supports our mandate of consistently delivering the best return on investment for our clients. Therefore, your feedback is integral to supporting the growth of our business and ensuring we provide the best working environment possible for our employees.

Crews who achieved 90% participation rates will each be receiving a $10 PYBAR PERKS credit for their efforts.

Thank you for taking part and we look forward to implementing your feedback to make a positive impact across all aspects of the business.

The team on their last day at Cowal.

COMPLETION OF COWAL WARRAGA DECLINE

THANKS TO ALL INVOLVED!

The Warraga decline project at Cowal Gold Operation was completed in January, following 10 months of works.

The project saw a total of 2,644 metres of development mined, predominately at a 6m x 6m decline, with 204,067 tonnes of development ore and waste removed from underground.

The hard work and dedication of all staff enabled this project to be completed safely, under budget and well within the project time frame.

Cowal Project Manager, Mick Neill expressed his gratitude to all involved: “It was a great job and we can take satisfaction in delivering a high quality service to our client. Thanks and well done to all.”

First day on site!

COWAL STATS

Start Date: 7 March 2019

End Date: 10 January 2020

Metres of development: 2,644

Tonnes of broken stock: 204,067

CORE AWARDS

RECOGNISING OUR NOVEMBER, DECEMBER & JANUARY WINNERS

Congratulations to all the monthly CORE Award winners from November, December and January! Don't forget to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate the nominees and winners!

NOVEMBER

DEAN NORRIS – SAFETY
BOGGER OPERATOR, PEAK
Dean shows commitment to his role and the team by always pushing for results without compromising on safety. He is always looking to help wherever he is needed and helps to motivate others.

MICHAEL ASUBONTENG – SAFETY
MINE ACCOUNTANT, DARGUES
Michael showed genuine care and initiative in activating an emergency response when a visitor fell ill outside of the workplace.

BRENDEN LATIMER – SERVICE
SHIFT FITTER, HERA
Brenden always goes above and beyond to keep machines running smoothly and is willing to stay behind after his shift to ensure a good handover is provided.

ALLEN WENCK – SERVICE
SERVICE CREW, THALANGA
When tasked with manually installing cables all swing, Allen got the job done efficiently, safely and with a positive attitude. Thanks for putting in the hard yards!

BRYCE WATKINS – SERVICE
RAISE BORE DRILLER, RAISE BORE DIVISION
No matter what job he is faced with, Bryce is always willing to have a go. He is a valuable member of the Raise Bore Division and a true team player.

ROBERT JACKSON – SERVICE + RESULTS
LEADING HAND FITTER, HENTY
Robert waited onsite after his shift had finished for the delivery of a new wheel end, ensuring a machine could return to work as soon as possible.

CHRIS STEER – SERVICE
BOGGER OPERATOR, COWAL
Chris is always willing to help out where he can to get the job done.

DAVID DONLAN – RESPECT
BOGGER OPERATOR, CADIA VALLEY OPERATIONS
David is always checking in on others and caring for them in times of need.

DAVID MCDONELL – RESPECT + SERVICE
BOGGER OPERATOR, WOODLAWN
David is a team player who consistently goes above and beyond his normal duties to help out new team members.

ANDREW BRITTAIN – RESULTS
ELECTRICIAN, HAMLET NORTH
Andrew always takes a proactive approach, planning ahead to ensure thorough checks are carried out and parts are ordered in a timely manner when carrying out scheduled maintenance and repairs. He often finds opportunities for improvement, saving hours of downtime in the future.

SIMON BELL – RESULTS + SERVICE
NIPPER, KING VOL
Simon is the most consistent, safe and hardworking Nipper I have seen in 32 years of underground mining. Keep it up, Simon!

ASHLEY NICOLAS – RESULTS + SERVICE
CHARGE UP OPERATOR, BLACK ROCK
Since taking on the role of Charge Up Operator, Ashley has been an outstanding team member, showing hard work and dedication.

DREW APPS – RESULTS
TRANSPORT SUPERVISOR, CORPORATE
Drew was tasked with reviewing potential line haul changes to improve delivery times to site. He successfully achieved this, not only reducing delivery times, but also reducing costs.

DECEMBER

CRAIG PRICE – SAFETY
BOGGER OPERATOR, CADIA VALLEY OPERATIONS
Craig always goes the extra mile to ensure he and his teammates are carrying out tasks safely.

ROBERT PETRUCCI – SAFETY
AGI OPERATOR, PEAK
Rob is always ready to help out wherever he is needed and always gets the job done safely.

CLINT FURBER – SAFETY + SERVICE
LEADING HAND FITTER, THALANGA
Clint worked hard to carry out repairs and maintenance on the Thalanga spray rig to ensure work could continue safely and efficiently.

ANTONY RESCH – SERVICE
CHARGE UP OPERATOR, KING VOL
Antony is well respected by his team members for his time, effort and attitude towards work. He is always willing to train less experienced team members, ensuring they carry out their tasks safely and correctly.

GARRY TRIFFETT – SERVICE
PROCESSING PLANT OPERATOR, HENTY
Garry does an excellent job in operating the crusher, sorting the metal and ensuring all equipment is well looked after.

JOSEPH PROW – SERVICE
GRADUATE MINING ENGINEER, DARGUES
Joey has stepped up and taken on the role of Underground Mine Surveyor, picking up the skills and doing a fantastic job in a very short amount of time.

RODNEY HERBERT – SERVICE
DRILLER, HERA
Rodney has a good attitude and is willing to work overtime as required, enabling the team to get ahead on their project.

RUSSELL LANG – RESPECT + RESULTS
CHARGE UP OPERATOR, COWAL
Russell is a loyal and dedicated individual, working to achieve impressive results in high speed development. He has taken time to train other team members, sharing his knowledge of each role he has worked in.

BRYCE WATKINS – RESPECT + RESULTS
RAISE BORE DRILLER, RAISE BORE DIVISION
Nominated for always being thorough with his work, getting results and for always being respectful.

DANIEL CUNNINGHAM – RESULTS
DRILLER, HENTY
Daniel is a role model to his teammates by always setting a high work standard.

MICHAEL FINGER – RESULTS + SERVICE
AUTO ELECTRICIAN, BLACK ROCK
Michael is an exemplary employee and a key member of the Black Rock team. His skills in finding auto electrical faults and passion to learn has enabled him to upskill his trade and mentor other team members.

JACOB GERSBACH – RESULTS + SERVICE
FITTER, HUNTLEY ROAD WORKSHOP, ORANGE
Jacob stepped up to help out when there were limited team members available, staying back to get equipment up and running to enable work to continue.

JANUARY

JASON FITZGERALD – SAFETY + RESULTS
FITTER, HAMLET NORTH
Jason identified a potential delay for the shift during the pre-start meeting. He raised the issue and a new plan was put in place to ensure the work could be carried out safely and efficiently. Fitzy is a hard worker and an asset to our project.

PETER MATTHEWS – SAFETY + RESULTS
STOREPERSON, THALANGA
In the short time he has been with the team, Pete has settled in and recommended more efficient site systems. He always takes the initiative to clean and tidy work areas, creating a safer working environment. He is a pleasure to work with and nothing is too much trouble!

BELINDA PACKHAM – SERVICE
ACCOUNTS PAYABLE OFFICER, CORPORATE
Belinda is always happy to assist others and share ways to work more efficiently. She is always willing to put up her hand to help even when it is outside of her usual tasks.

IAN JONES – SERVICE
SHIFT FITTER, HERA
Ian always volunteers to stay back when needed to ensure the job gets finished.

JACOB KAIN – SERVICE
ELECTRICIAN, DARGUES
Jacob went above and beyond in assisting WesTrac with the installation of tele-remotes at Dargues Gold Mine.

LISA EVANS – SERVICE
TRUCK OPERATOR, BLACK ROCK
Lisa is always enthusiastic and doesn't let anything bring her down. She consistently gives 100% and is keen to learn new skills; her positive attitude will see her go far.

NATHAN STEELE – SERVICE
SHIFT FITTER, PEAK
Nathan works closely with operators to identify and rectify issues with drill rigs and machines to keep the fleet up and running.

MATTHEW WEBB – RESPECT + RESULTS
JUMBO OPERATOR, WOODLAWN
Matthew always looks out for his teammates and is willing to put his hand up to achieve positive results.

RICKY VILLANUEVA – RESPECT
BOGGER OPERATOR, CADIA VALLEY OPERATIONS
Ricky is always looking out for his work mates and recently helped to upskill one of his fellow employees on the shotcrete rig, ensuring all safety systems were in place.

IAN ELLIS – RESULTS
TRUCK OPERATOR, KING VOL
Ian is not afraid of hard work and puts in 100% effort in every task he carries out. He is helpful and gets on well with his crew.

LUKE TOMLINSON – RESULTS
RAISE BORE DRILLER, RAISE BORE DIVISION
You can always rely on Luke to get the job done - the man with the results!

SAFETY
SERVICE
RESPECT
RESULTS
CORE
AWARDS

VALUES IN ACTION

Wayne Gough, WA Operations Manager.

WHAT OUR VALUES MEAN TO WAYNE GOUGH

Operations Manager, Wayne Gough shares his thoughts on what the PYBAR values, SAFETY, SERVICE, RESPECT and RESULTS, mean to him.

SAFETY

This is our first and foremost value and represents who we are. Safety does not come without everyone's input - every shift, every day, every week. It requires every PYBAR employee to participate in all things related to safety. We want employees to contribute and make decisions on safety each day. There's an oldie-but-goodie that says: 'The standard we walk past is the standard we accept'. Let's not accept a situation that doesn't look or feel right. Every PYBAR employee is as important as the next, and we want them all to be empowered to speak up about safety.

Behaviours that demonstrate SAFETY are:

- **Commitment**
- **Being 'up front'**
- **Courage**

SERVICE

PYBAR is a service provider. We strive to provide the best service within the industry and we endeavour to use all of our resources to provide that service. Our service is required to be fair and effective. We want our clients to feel comfortable with what we provide and how we provide it. Service is everything!

Behaviours that demonstrate SERVICE are:

- **Resourcefulness**
- **Quality driven**
- **Flexibility**

RESPECT

Respect must be earned and not expected. This means treating all PYBAR employees, clients, suppliers and associates as you would expect to be treated in all circumstances. Being respected is a two-way street.

Behaviours that demonstrate RESPECT are:

- **Honesty**
- **Appreciation**
- **Understanding**
- **Accountability**

RESULTS

This is how PYBAR will ultimately be measured. We will be judged on our performance across all sites.

If we say we are going to do it, let's do it. Our customers' expectations are our priority. Our goal must always be to provide results that satisfy both our customers and PYBAR.

Behaviours that demonstrate RESULTS are:

- **Being able to motivate**
- **Leading by example**
- **Being output driven**
- **Team work**

SAFETY
SERVICE
RESPECT
RESULTS

LEARNING FROM DISASTERS TRAINING

INAUGURAL PROGRAM A SUCCESS

Roy Walsh, RTO Manager of AIM.

The inaugural Learning from Disasters Training Program delivered by AIM in March was well received with overwhelmingly positive feedback from participants.

The Australian Institute of Mining (AIM) has been given approval to host the one-day training program by the NSW Resources Regulator, which developed the course.

The program examines eight case studies involving actual mining disasters and explores the patterns of failure present to raise awareness of the potential for major incidents in current operations.

"The NSW Resources Regulator has done a great job with the design and content of the program" said Roy Walsh, the RTO Manager of AIM.

"I was impressed with the level of participation and discussion generated in the program. Decision-makers and mine managers walked away from the program with a clear path to review their systems," he said.

Professor Michael Quinlan, whose work in safety and risk management has been applied to other industries such as rail with great success, was engaged by the Regulator in the design of the program.

"It is great to see industry come together to improve safety across the board. In addition to the sharing of expertise from Professor Quinlan, the sharing of knowledge and experience through this program promotes best practice and will save lives," said Mr Walsh.

The Learning from Disasters Training Program provides recognised learning required for maintenance of competence for individuals who hold a practicing certificate for statutory functions in the mining industry. It is also a valuable learning experience for mining industry decision-makers.

More information on the program and when training will take place is available from AIM at either (02) 6361 6486 or info@aimining.edu.au.

SETTING THE STANDARD

CONGRATULATIONS TO OUR WINNER

Our employee recognition program acknowledges those who make a positive difference by going above and beyond and consistently demonstrating their commitment to the PYBAR values.

Our #SettingtheStandard winners are announced on social media and showcased on our Careers website.

The program enables staff to recognise colleagues who have gone out of their way to make a positive impact by offering support, helping out others and going beyond their normal duties to ensure a safe and positive working environment.

We would like to thank all team members for their hard work and commitment over the last quarter. Due to a busy period December to March winners have not been named, however, we will be returning to monthly announcements with our April winner.

Congratulations to our November winner, Bryce Watkins!

No matter what job he is faced with, Bryce is always willing to have a go. He is true team player and a valuable member of the Raise Bore Division.

The view from Mount Panorama.

The PYBAR Cycling Club ready to ride, with team captain Nick Woolrych, CEO of Diversified Minerals.

CYCLING FOR A CAUSE

THE PYBAR CYCLING CLUB RIDE TO SUPPORT THE ZAMASA FOUNDATION

The PYBAR Cycling Club, led by Nick Woolrych participated in the 2020 Bathurst Cycling Classic on Sunday 15 March, in support of the ZAMASA Foundation.

The team completed the 100km B2B (Bathurst to Bathurst) ride, which started and finished in Bathurst CBD and incorporated a lap of the legendary Mount Panorama circuit, in aid of raising awareness and funds for the ZAMASA Foundation.

The ZAMASA Foundation is an organisation dedicated to funding leading edge research into the treatment of multiple myeloma. Myeloma is one of the three most common blood cancers, with over 1,800 Australians diagnosed each year.

Following their fundraising success in 2018, the team geared up for the second year and raised an extraordinary $22,000 towards their target of $50,000 to support significant expansions of the ZAMASA Myeloma Fellowship at St Vincent's Hospital in Sydney.

Congratulations to the PYBAR Cycling Club for your efforts and thank you to all who generously donated to the cause.

LEADING BY EXAMPLE

SHANNON GREEN RECOGNISED AS AMBITIOUS LEADER OF THE MONTH

Congratulations to Shannon Green, General Manager at Dargues Gold Mine on receiving the Ambitious Leader of the Month Award at the Ambitious Leaders Network event in Melbourne.

The monthly event held in Melbourne and Perth, and hosted by Katie-Jeyn Romeyn, author and career development expert, invites ambitious, like-minded leaders from all industry sectors to come together and share their inspiring career stories, celebrate successes and discuss steps to achieving career advancement.

Shannon Green attended the March event in Melbourne to share his inspiring career transformation within the mining industry, and came out as the monthly winner.

Congratulations on your achievement Shannon!

Ambitious Leader of the Month, Shannon Green and host, Katie-Jeyn Romeyn.

Jeff Rich from Housing Plus with PYBAR's Chantelle Hainsworth and Lee Chapman.

BACK TO SCHOOL DONATIONS IN THE BAG!

STAFF DIG DEEP TO HELP KIDS IN NEED

Staff at Orange Office dug deep over the Summer break to assist kids in need as they returned to school in February.

The generosity of staff made it possible for PYBAR to donate 13 backpacks fully stocked with supplies for children in Central West NSW who are doing it tough.

Each pack included:

- Drink bottle
- Lunch box
- Notebooks
- Pencils
- Pens
- Ruler
- Scissors
- Coloured pencils
- Markers
- Pencil sharpener
- Rubbers/erasers
- White board markers
- Highlighters

The backpacks were donated to the Central West based social enterprise, Housing Plus, which provides housing, homelessness, domestic and family violence support and other innovative services to people across the 192,000 square km region of NSW. Housing Plus is contracted by Family and Community Services, Legal Aid, and Victims Services to deliver six services in Central West, Western and New England, NSW.

PYBAR began supporting this worthy cause two years ago and since then staff donations have doubled, which is a great inspiration to us all.

Thank you to all staff who contributed - your support is greatly appreciated.

NEW PYBAR ENGINEERING SCHOLARSHIP

SUPPORTING SKILLS DEVELOPMENT

PYBAR is partnering with the Curtin University WA School of Mines (WASM) to introduce a new three-year engineering scholarship in 2020.

The PYBAR Scholarship for Engineering Excellence will support a full-time student undertaking a resource-related undergraduate degree at the WASM campus in Kalgoorlie.

The scholarship, which will be worth $10,000 per year over a maximum period of three years, will be awarded to an eligible second-year student studying either a Bachelor of Engineering (Mining Engineering) or Bachelor of Science (Mining). PYBAR has sponsored the WASM Graduates Association for the last four years, prior to converting our support to this new scholarship arrangement.

The scholarship supports our commitment to facilitating skills development and training in the mining sector.

"With this new scholarship, we aim to contribute to the long-term future of the mining industry in Australia," says CEO, Brendan Rouse.

"We have a responsibility to nurture future generations of mining professionals and we take this very seriously. WASM has a reputation for excellence, with many of its graduates employed in the Australian mining sector. As we enjoy a strong relationship with WASM, we are partnering with them with the aim of giving a deserving student a similar opportunity."

The new scholarship will complement other skills development initiatives that are in place at PYBAR to encourage engineering students and graduates to follow a mining career. These include our graduate program as well as annual vacation work opportunities for students at our various sites.

The team working together to clean up.

CLEAN UP AUSTRALIA DAY

HAMLET NORTH TEAMS GET INVOLVED

PYBAR and Gold Fields employees at Hamlet North got their hands dirty to give the site a make-over on Clean Up Australia Day in February.

Hamlet North employees were among thousands of Aussies nationwide who volunteered their time on the day to remove litter and rubbish in support of a worthy cause.

The site clean-up was a fantastic demonstration of the two companies working together to remove accumulated litter and raise awareness in preventing rubbish from entering the environment.

Clean Up Australia Day has become Australia's largest community based environmental event since its establishment in 1990. Over the past 30 years, more than 17 million Australians have participated in clean-up activities on the day.

Congratulations to all who were involved. It was a great effort and a fine demonstration of our commitment to protecting and preserving the environment in which we work.

Filling the rubbish bags!

PYBAR APPRENTICESHIP PROGRAM

MEET OUR APPRENTICE FITTERS

Apprentices play a key role in upholding the high level of skill and industry best practice across our sites, now and in the future.

Our apprenticeship program creates opportunities for new entrants to the industry to secure a rewarding and challenging career in underground mining.

PYBAR currently has 16 apprentices across our sites. Meet some of our recent intake of apprentice fitters:

WILLIAM TAYLOR - DARGUES

COMMENCED: 04 November 2019

WHERE WERE YOU WORKING BEFORE YOU STARTED AT PYBAR?
Year 12 student doing work experience with a light automotive company.

WHAT HAVE YOU LEARNT SO FAR?
That not everything is what it may first appear. That most equipment is not necessarily the same. That the world of hydraulics is widely diverse.

WHAT HAS BEEN MOST CHALLENGING FOR YOU?
Initially learning all the new variations of mobile plant. That book learning can be vastly different to real time hands on diagnostics and fault finding.

WHAT DO YOU ENJOY THE MOST ABOUT THE PROJECT YOU ARE WORKING AT?
The leadership and mentoring team.

WHAT ADVICE WOULD YOU GIVE ANYONE WHO IS INTERESTED IN STARTING AN APPRENTICESHIP WITH PYBAR?
Pay attention when an experienced tradesperson offers guidance.

ADAM ROTHWELL - DARGUES

COMMENCED: 24 February 2020

WHAT HAVE YOU LEARNT SO FAR?
So much! It is a great environment!

WHAT HAS BEEN MOST CHALLENGING FOR YOU?
Nothing, I really just wish I could work more but I have school to attend.

WHAT DO YOU ENJOY THE MOST ABOUT THE PROJECT YOU ARE WORKING AT?
My team are easy to get along with and I enjoy working with them.

WHAT ADVICE WOULD YOU GIVE ANYONE WHO IS INTERESTED IN STARTING AN APPRENTICESHIP WITH PYBAR?
The people are very easy to work with. They will work out any kinks to help you achieve.

AARON ORPWOOD - HUNTLEY ROAD WORKSHOP, ORANGE

COMMENCED: 03 February 2020

WHERE WERE YOU WORKING BEFORE YOU STARTED AT PYBAR?
On a farm outside of Bathurst putting up fences and tractor driving.

WHAT WERE YOU LOOKING FORWARD TO THE MOST WHEN YOU STARTED WITH PYBAR?
Being able to do more mechanical work and fix things.

WHAT HAVE YOU LEARNT SO FAR?
How to change brakes, wheel bearings, gearboxes and CV joints on LandCruisers.

WHAT DO YOU ENJOY THE MOST ABOUT THE PROJECT YOU ARE WORKING AT?
Being able to work on mechanical projects which require mechanical knowledge to fix.

THOMAS TAYLOR - HUNTLEY ROAD WORKSHOP, ORANGE

COMMENCED: 17 January 2020

WHAT WERE YOU LOOKING FORWARD TO THE MOST WHEN YOU STARTED WITH PYBAR?
Starting my apprenticeship with a good bunch of blokes.

WHAT HAVE YOU LEARNT SO FAR?
How to remove gearboxes and change clutches in LandCruisers.

WHAT HAS BEEN MOST CHALLENGING FOR YOU?
The early starts.

WHAT ADVICE WOULD YOU GIVE ANYONE WHO IS INTERESTED IN STARTING AN APPRENTICESHIP WITH PYBAR?
Just do it, give it a go.

SAFETY
SERVICE
RESPECT
RESULTS

NEW HEAD OF HUMAN RESOURCES

Paul Gage, PYBAR's new Head of Human Resources.

WELCOME PAUL GAGE

Paul Gage commenced his role as National Head of Human Resources in January, based out of the PYBAR office in Orange. Paul is a seasoned HR executive with many years of experience gained internationally in the construction, manufacturing and logistics industries.

Paul has worked for private companies and globally listed organisations across a multitude of regions including the United Kingdom, Europe, Middle East, Africa and Asia.

He joins PYBAR from Toll Global Forwarding where he spent eight years; first as HR Director for the UK and EU, and more recently as Vice-President HR for the UK/Europe/Africa and the United Arab Emirates, based in London.

As part of the Senior Management Team, he will collaborate with his colleagues to bring a new dynamic and focussed HR strategy to the PYBAR business.

"I have a passion for modernising the way HR operates and fostering the growth of talented people," he says.

"The strategy will have a strong focus on automation. It will feature the potential use of chat bots and lean more towards data driven decision-making and predictive analytics while maintaining the human touch of HR and people skills."

LONG-SERVICE CELEBRATIONS

5 AND 10 YEAR MILESTONES

Well done and thanks to staff celebrating their 5 and 10 year anniversaries with PYBAR.

We appreciate and are very proud of our employees who have reached their service milestones this quarter! Thank you for your service with PYBAR.

5 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
13/02/15	Chris Allen	Mining Engineer	Orange Office
19/03/15	Sybrand Smit	Raise Bore Superintendent	Raise Bore Division
19/03/15	Kee Ping Wong	Mining Engineer	Technical Services
30/03/15	Luke Turner	SHET Systems Supervisor	Orange Office

5 YEARS 5 YEARS 5

10 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
18/01/10	Pat Taylor	General Operator	Cadia Valley Operations
20/01/10	Dave Hunter	Operations Manager	Orange Office

10 YEARS 10 YEARS 10

‘BLACK SUMMER’ BUSHFIRES

PYBAR STAFF AND OPERATIONS AFFECTED

The 2019/20 bushfire season, aptly referred to as ‘Black Summer’, had a devastating impact across most of the country, affecting PYBAR staff and operations in New South Wales.

Fires in NSW affected some of our staff who had to take urgent action to protect their families and homes. Fires also impacted our operations, forcing road closures and work stoppages.

These incidents gave an indication of the situation elsewhere as uncontrolled fires spread across various parts of the country, between September and January. Hundreds of fires were burning at any given time, devastating communities and destroying wildlife populations.

Sadly, 34 people lost their lives in one of the worst bushfire seasons in living memory.

PYBAR wishes to express our condolences to any workers who have suffered personal and material losses.

We share sympathy too for the millions of animals who perished, and hope that in time their populations will be restored.

We extend our gratitude to the fire-fighters, volunteers, members of the defence force and so many others, who worked tirelessly to fight the fires and assist those in need.

BUSHFIRE IMPACT IN NUMBERS

- **An estimated 18.6 million hectares of land burnt**
- **More than 9,300 buildings destroyed, including 3,500 homes**
- **11.3 million Australians affected by smoke**
- **Estimated 434 million tonnes of CO^2 emitted**
- **An estimated 1 billion animals killed**
- **Recovery costs to exceed $4.4 billion**
- **An estimated $500 million donated by the public, organisations and celebrities for relief**
- **$1 billion loss in tourism revenue**
- **Smoke travelled more than 11,000km across the South Pacific Ocean**

Note: Statistics are from Department of Home Affairs, State Fire Services, Australian National University, the University of Sydney, NASA, and various newspaper reports.

VALE CAMERON GOSS

COMMUNITY MOURNS TRAGIC LOSS

The PYBAR community is mourning Bogger Operator, Cameron Goss, who passed away after a tragic underground incident at the Henty Gold Mine in January.

Cameron is fondly remembered by his family, friends and colleagues.

He was 44 years old, born and raised in Queenstown, Tasmania, and well-loved by those who knew him on the West Coast.

Cameron was an experienced and knowledgeable miner having joined PYBAR as a truck driver in November 2017 before working his way up to become a loader operator then a remote loader operator in the second half of 2019. He had been at Henty for a little over two years continuously, making him one of the longest serving members of the underground workforce since mining restarted at Henty in early 2017.

Colleagues and friends remember Cameron as a warm and friendly person who loved his job, never caused a fuss and just wanted to get on with his work.

Expressing condolences on behalf of the PYBAR Group, CEO, Brendan Rouse said: “We send our deepest sympathies to Cameron’s family, friends and colleagues. His death has had a marked impact on everyone who knew him and worked alongside him. This is an incredibly sad time for our community.”

Cameron’s life was celebrated at a memorial service in Queenstown in March.

PYBAR encourages employees affected by the tragedy to contact the Drake Workwise counselling service for support: 1300 135 600.

PYBAR
MINING SERVICES

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SETTING THE STANDARD