

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 22 / WINTER 2020



02 FIRST GOLD CONCENTRATE
AT DARGUES

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NEW COO

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SETTING THE STANDARD

WHAT'S NEW



CONTRACT WINS

New raise bore and shaft lining contracts.

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TRIAL OF DASH CAMS

Dash cams to be installed in underground equipment for safety trial.

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10 YEARS' SERVICE

Thanks to Mick South & Russell Sparkes!

READ MORE PAGE 16

Cover photo: Dargues Gold Mine, recently completed ore processing plant.

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A MESSAGE FROM OUR CEO

WHEN THE GOING GETS TOUGH, THE TOUGH GET GOING

Our people have continued to demonstrate their toughness, resilience and dedication as we work together to deliver on the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS in an uncertain world.

COVID-19

After a challenging few months, it's good to see everyone returning to PYBAR offices and beginning to get back to normal. Operational sites continue to be guided by the rules and restrictions as outlined by our clients, and PYBAR will continue to limit the travel of employees unless absolutely necessary.

Please remember to continue with physical distancing and hygiene practices, and anyone experiencing cold or flu-like symptoms should not come to work, but contact their manager, self-isolate and follow the government recommendations which may include COVID-19 testing.

There is still a significant risk to operational sites if we were to have an employee contract the virus, so we need to maintain our controls to ensure the safety of our people and their families and the continuity of operations.

Project Updates

While the recent closure of two projects has had an effect on us, PYBAR remains a strong business as we continue to successfully deliver on our current projects and pursue new project opportunities. Recent tender successes include several raise bore, shaft lining and shaft scanning projects.

Learn about our suite of raise bore, shaft lining and associated service offerings in this and upcoming editions of the Newsletter.

Dargues Gold Mine

Congratulations to the team at the Dargues Gold Mine who have seen the project transition from a construction site in June 2017 to a producer of gold concentrate in June 2020. The construction of this world-class mine and ore-processing plant, the first new gold mine approved in NSW in over 10 years, is an outstanding achievement for everyone involved.

You can read more about Dargues in this edition of the Newsletter.

Into the Future

As we plan for stability into the future, we have reviewed our business operations and requirements. As a result of this review, Project Managers will now report directly to the Chief Operations Officer (COO), and we are pleased to welcome Mark Roderick to the PYBAR team in the COO role. Mark comes to PYBAR with a wealth of experience and networks in underground mining, most recently working in senior management roles with Downer and Byrnecut.

Due to the increase in areas of responsibility, the role will be split, and responsibilities shared by a newly created role of Chief Commercial Officer (CCO). Scott Todd, who was previously our COO, has now taken on the role of CCO. Scott's extensive knowledge of the PYBAR business and established relationships with employees and clients will see him lead the technical services and tendering team as well as business development, commercial and contracts, operational systems and analysis, labour hire and raise bore areas of the business.

We hope you enjoy reading the Winter 2020 edition of our PYBAR Newsletter. You'll learn about our people and projects that continue to set the standard, even in the most difficult of business conditions. If we all continue to work together then we will come through this period in a strong position, ready for the inevitable growth period that lies ahead. We appreciate everyone's support and commitment during these challenging times.

Regards

Brendan Rouse – CEO

FROM CONSTRUCTION TO CONCENTRATE



SUCCESS AT DARGUES GOLD MINE

After a difficult start the to the year, with bushfires devastating much of the region and threatening the local Braidwood and Majors Creek communities, Dargues Gold Mine has reason to celebrate with the production and export of its first gold concentrate in June.

This significant milestone marks the transition of Dargues Gold Mine from a construction project to a fully operating mine, now generating revenue from gold concentrate, in a time of record high gold prices.

Owned by Diversified Minerals, a company associated with PYBAR, Dargues is an exciting 'greenfields' project, and the first new gold mine approved in NSW in over 10 years.

PYBAR provides services to Dargues across the mine, including mining, processing, technical services and administration functions.

The mine is a material net contributor to the local economy and sources the majority of its workforce regionally. The site proactively engages with the local community through a range of mechanisms, including newsletters, an active website, Facebook and a Community Consultative Committee (CCC). It contributes to the region in many ways including purchasing relationships with local suppliers, and offering employment and apprenticeship opportunities to over 100 people on site.



Shannon Green, Dargues General Manager (R), presenting Jessie Kay (L) with the Dargues Gold Mine Scholarship.

The company has established a Community Grants program with \$10,000 budgeted for FY21. The program seeks to support and enhance local community groups, organisations and infrastructure through grants of up to \$3,000 each. In addition, in February 2020, Dargues partnered with the Braidwood and District Education Foundation (BDEF) for a local education scholarship for a Majors Creek student. The Dargues Gold Mine Scholarship was awarded to local Majors Creek resident, Jessie Kay, who completed Year 12 in 2018.

"We value our place as part of the community," said Shannon Green, Dargues General Manager.

"We are proud of what we have achieved at Dargues so far and we will continue to contribute to the community over many years to come," he said.



Dargues Gold Mine in 2017.

Underground Operations

When Diversified Minerals took ownership of Dargues in June 2016 the only infrastructure on site was a handful of portable office buildings and the surface boxcut excavation to the face of the portal, which had not yet been commenced.

PYBAR was appointed as mining contractor, and once the appropriate regulatory approvals were in place, set about installing surface infrastructure and commencing development of the decline and underground mine.

Underground production followed, and the first ore was delivered to the surface ROM pad in May 2019, in readiness for completion of the ore processing plant.

Ore Processing Plant

Construction of the ore processing plant got underway in December 2018, and following a series of commissioning phases, the plant commenced full production in June this year.

The processing plant consists of two main parts; a three-stage crushing and milling circuit which reduces the size of the rock mined from underground to a fine, sandy powder and a flotation circuit which separates off the sulphides containing the gold and leaves behind the waste rock.



Dargues Gold Mine ore processing plant.



(L - R) Andrew Rouse, Paul Rouse, Darren Tarrant, Scott Todd, Shannon Green, Nick Woolrych and James Dornan witness loading of the first shipment of Dargues Gold Mine gold concentrate.

What Happens Next?

The gold concentrate produced by the Dargues ore processing plant is then transported via road to the Goulburn rail siding, where it is loaded onto trains for rail transport to the Port Kembla Gateway ship loading facility. From there, the concentrate makes its way to various ports around the world to satisfy the demand for gold in jewellery, industrial applications and financial investment purposes.

Members of the senior management team were on hand to witness loading of the first shipment of Dargues gold concentrate in June; the culmination of the efforts of many people over the last few years.

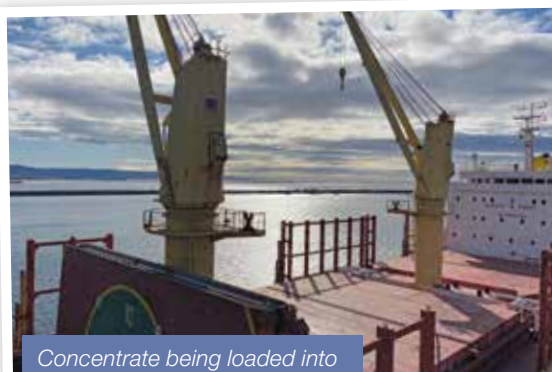
Paul Rouse, PYBAR Group Executive Chairman said: "The Dargues Gold Mine team and contractors involved during the construction of this world-class mine and ore processing plant have performed a tremendous task.

"From a construction site in 2017 to producing and selling gold concentrate today is a momentous achievement for the Dargues team and everyone involved."

For more information on the Dargues Gold Mine, visit the Diversified Minerals website at: divminerals.com.au



Dargues Gold Mine pyrite gold concentrate.



Concentrate being loaded into the hold of the first shipment.

DARGUES GOLD MINE FACTS

- **Mine life:** Approximately 5.5 years
- **Ore mined annually:** 355,000 tonnes
- **Ore mined over life of mine:** 1.6M tonnes
- **Average gold grade:** 5.64 g/t
- **Employment:** 100 - 120 depending on stage of operation
- **Depth mined underground:** 520m
- **Product produced:** Pyrite gold concentrate

DARGUES GOLD MINE MILESTONES

- **June 2016:** Diversified Minerals purchases Unity Mining, including the Dargues project, which was undeveloped, apart from the surface boxcut excavation
- **June 2017:** Construction of surface infrastructure commences
- **May 2018:** Underground development commences
- **December 2018:** Construction of the ore processing plant commences
- **May 2019:** Mine starts producing ore
- **April 2020:** Ore processing plant produces first concentrate
- **April 2020:** First train load of concentrate makes its way to Port Kembla
- **June 2020:** First full shipment of concentrate loaded onto freighter ship, ready to sail to world markets



The first container of gold concentrate leaves Dargues Gold Mine.



The first shipment of Dargues Gold Mine gold concentrate, about to sail to world markets.

TENDER UPDATE

PROJECTS WON FROM APRIL TO JUNE 2020

QLD

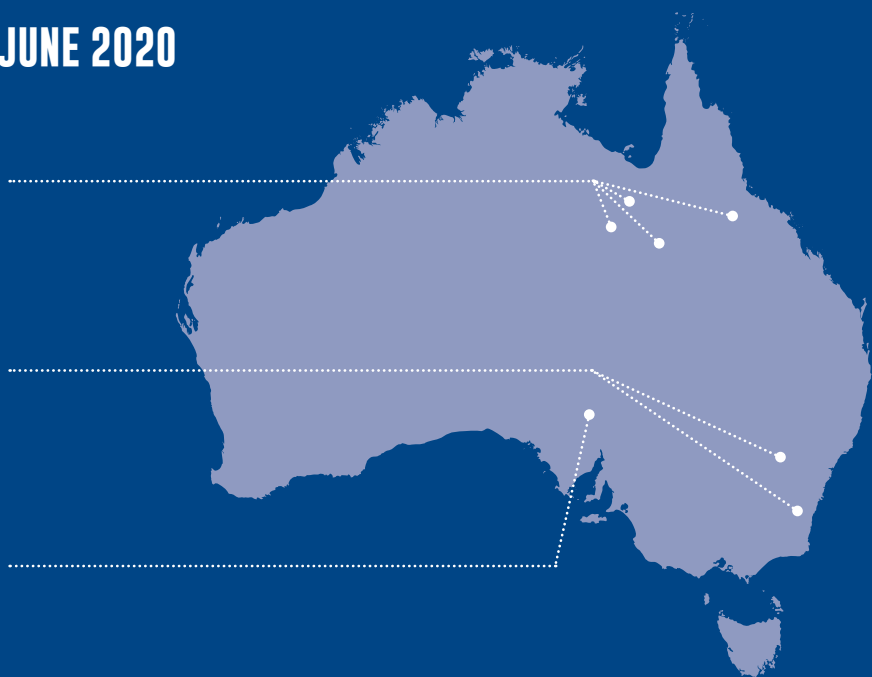
Raise bore and shaft lining projects. Scoping for shaft LiDAR scanning opportunities.

NSW

Raise bore, shaft lining and shaft LiDAR scanning projects.

SA

Raise bore and shaft lining project extension.



PYBAR'S RAISE BORE DIVISION KICKING GOALS

PYBAR's Raise Bore Division is going from strength to strength, with new projects in New South Wales, Queensland, and a contract extension for our current works in South Australia.

Our Raise Bore Division is also expanding our services to Western Australia, and we can now offer our Western Australian clients a range of vertical development services.

Our vertical development capabilities now include slot drilling, raise drilling, supply and installation of escape ways and rising mains, shaft lining services and shaft scanning services with LiDAR (light detection and ranging).

The LiDAR technology is provided by PYBAR's technology partner, Digital Terrain, using the Emesent Hovermap AL0 unit with a protective cage to conduct pre and post shaft scans for surface and underground ventilation shafts. In May, an Australian first was achieved by scanning a raise bore shaft in preparation for our shaft-lining unit.

PYBAR's Raise Bore Division is now able to provide QA data validation for reamed ventilation shafts and shaft lining services with a high degree of accuracy.



Emesent Hovermap AL0 LiDAR unit with shaft cage.

LiDAR scan image of a raise bore shaft.





Mark Roderick, PYBAR's new Chief Operating Officer.

NEW CHIEF OPERATING OFFICER

WELCOME MARK RODERICK

Mark Roderick joined PYBAR as Chief Operating Officer in July, after a long and diverse career in underground mining in Australia and internationally.

Following a recent review of business operations, the areas of responsibility of the Chief Operating Officer (COO) role have expanded, with Project Managers now reporting to the COO. As a result, the role has been split and responsibilities shared by the newly created role of Chief Commercial Officer (CCO).

Former COO, Scott Todd has taken on the role of CCO. Scott's boundless knowledge of the PYBAR business and established relationships with employees and clients will see him lead the technical services and tender team as well as drive business development, commercial and contracts, operational systems and analysis, labour hire and raise bore areas of the business.

Mark brings with him extensive experience in underground contract mining, with senior and corporate roles with Bynecut and more recently, Downer, as well as a wide network within the Australian and international mining industry.

He is a highly regarded mining professional with proven strengths in strategy and business, backed with technical experience, and a strong focus on safety.

"Underground mining has taken me all over Australia, Africa, New Zealand and New Guinea. Now my wife and I live in the Northern Rivers region of NSW where we are raising our four boys (aged 8, 10, 12 and 16) and trying our hand at growing garlic. There is never a dull moment at our place," Mark said.

"I am genuinely excited to join the PYBAR team and I look forward to seeing what the future holds for us all. The underground mining sector will be gaining a lot of momentum over the next few years and we are definitely well positioned to be part of that growth story."



Record-setting Driller, HMR's Adam Hinton.



Dominic Fowler, HMR Driller's Assistant.

DRILLING RECORDS BROKEN AT COWAL GOLD OPERATION

PYBAR AND HMR SETTING THE STANDARD

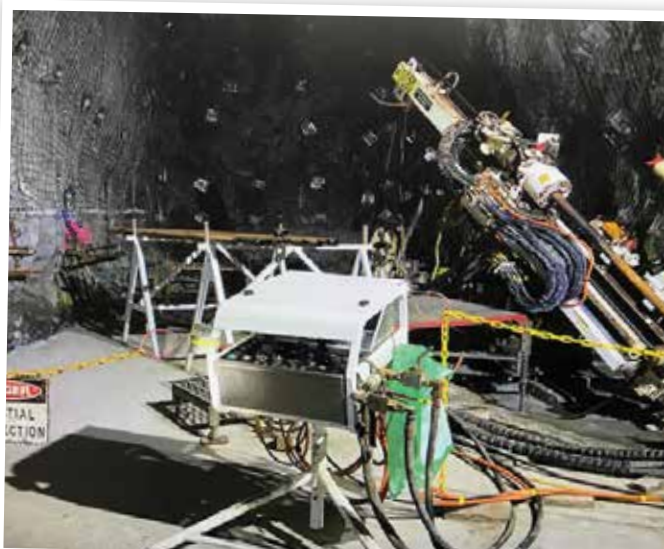
The Cowal Gold Operation project continues to shine with drilling records climbing.

Following the successful completion of the Warraga decline project at Cowal Gold Operation by PYBAR in January, our client, Evolution Mining, asked PYBAR to stay on and oversee the next stage of the GRE46 Exploration Project.

Sister company, HMR Drilling Services has been on site for the past year with initially two underground drilling rigs, followed by a third, performing exploration drilling services to a safe and professional standard which embodies our values of SAFETY, SERVICE, RESPECT and RESULTS.

In May, a new site record was achieved, with an impressive 6,697m drilled for the month, exceeding target by 562m. In one 12-hour shift 155.4m was drilled by Adam Hinton, Driller and Dominic Fowler, Driller's Assistant, breaking previous records for both the site and HMR. A special thanks goes out to the rest of the HMR team, Rhys Coleman, Tyson Vos, Gavin Henderson and Brett McKenzie, for demonstrating the benefits of good cross-shift set up and handover practices.

The Cowal project enjoys an excellent team focus, with PYBAR's Site Superintendent, Kava Rashidi, and S&T Superintendent, Angela Neill, working with HMR and the Evolution Mining Geology Department to deliver results. From rig set up, through to core presentation, the team is setting the standard in safe production.



HMR Drilling Services set up underground at Cowal Gold Operation.

THALANGA REACHES NEW TARGETS

WELL DONE!

A big congratulations to the team at Thalanga Mine in Queensland for achieving record development metres for the month of June!



Thalanga A Crew.

Following an outstanding month in April, when the PYBAR team delivered a site record with ore tonnes to the ROM, they then went on to exceed another site record for development metres in June.

"The team has worked extremely well together, safely achieving above our targets not only on metres but ore tonnes and production drilling," said Mick Neill, site Project Manager.

Well done to the Thalanga team for demonstrating the PYBAR values, SAFETY, SERVICE, RESPECT and RESULTS.

CAPABILITIES AND INNOVATION

NEW SAFETY MEASURES

PYBAR TO TRIAL DASH CAMS IN UNDERGROUND EQUIPMENT



Mobile dash cams, similar to those soon to be trialled at PYBAR sites.

With the increasing prevalence of dashboard cameras, known as dash cams, across the wider community, and the need to maintain focus on improving safety performance, PYBAR is set to install dash cam technology in underground equipment in a first for the company.

Dash cams are in widespread use across the world, and the technology has already been adopted by many private vehicle operators as well as industry, with some sectors now moving to the use of body cameras. It is only a matter of time before dash cam technology will become an accepted part of any workplace where mobile equipment is in use.

SHET Manager, Rob Patterson, said that the main driver for PYBAR to commence the trial is to build upon the improvement in safety performance experienced over the past few years.

"The use of emerging dash cam technology has the potential to deliver real improvements in injury prevention by identifying behaviour which leads to incidents, as well as helping to reduce equipment damage and the associated downtime and costs," he said.

"We can also see dash cams playing a significant role in incident and accident investigations where mobile equipment is involved."

Dargues Gold Mine will see the first of the cameras installed in selected underground equipment in the near future. The dash cams will have the capability to record activities and sound inside and outside the cabin which will provide valuable information on how incidents occur and how they can be avoided. Other project sites will be selected for further trials of the technology following analysis of the initial trial results.

CORE AWARDS

RECOGNISING OUR FEBRUARY, MARCH, APRIL & MAY WINNERS

SAFETY SERVICE RESPECT RESULTS

Congratulations to all the monthly CORE Award winners from February, March, April and May. Remember to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate the nominees and winners!

FEBRUARY



ZEB TULLOH – SAFETY + SERVICE

NIPPER / OFFSIDER, PEAK

Zeb always ensures the work environment is safe and clean. He is always thinking one step ahead, and reports when bolting consumables are getting low. His positive outlook is much appreciated.



DAMIEN WILLIAMSON – SERVICE

CHARGE UP OPERATOR, HERA

Damien is a very self-driven worker. No matter what task he is given, he gives a 110% and it is always done well, neatly and on time. He is a great attribute to the company.

IAN ALDEPOLLA – SERVICE

SHIFT FITTER, BLACK ROCK

Ian is always willing to help without complaint. He follows procedures and is always happy. He is a pleasure to work with.

CRIS CHATO – SERVICE

SHIFT FITTER, BLACK ROCK

Like Ian, Cris is a pleasure to work with. Always willing to help without complaint, he follows procedures and is always happy.



DION ALFORD – RESPECT

GENERAL MANAGER, HENTY

Through very difficult times, Dion has demonstrated exceptional leadership qualities. Dion pulled the team and the community together, leading from the front and encouraging the team to achieve the desired outcomes while ensuring the health and safety of every person involved. His commitment not only to PYBAR, Diversified Minerals and the employees but also to Queenstown and the future of mining on the West Coast of Tasmania has been truly inspirational.

KAVA RASHIDI – RESPECT + SERVICE

PROJECT SUPERINTENDENT, COWAL

Kava is recognised for demonstrating outstanding leadership, guidance and communication and for being a great role model.

BEN PRIOR – RESPECT + SERVICE

LV FITTER, KING VOL

While flooded in, Ben took it upon himself to complete all laundry, cleaning and rubbish removal while also assisting with stores duties.

GRANT BROWN – RESPECT + RESULTS

MAINTENANCE FOREMAN, DARGUES

Following a recent noise issue, Grant was instrumental in exchanging out a diesel pump for an electric pump. This resolved the issue and assisted in strengthening community relationships, while also increasing irrigation capability on site.



REBECCA FOXON – RESULTS + SERVICE

SYSTEMS TRAINEE, CORPORATE

Since joining the WebBAR team, Rebecca has proven to be dedicated and a team player. She works endlessly to ensure Version 3 iPLOC for Stores is on track with testing and further development.

AARON McINNES – RESULTS + SERVICE

BOGGER OPERATOR, THALANGA

Aaron has had a range of roles this swing. He has completed every task assigned without complaining and offered to hot seat to get the heading away before being asked. He's a great asset to the team.

ARMANDO RONQUILLO – RESULTS + SERVICE

SHIFT FITTER, HAMLET NORTH

Armando took the extra time to re-evaluate a piece of equipment componentry to diagnose an opportunity for repair rather than replacement. He thought outside the box and explored different options resulting in an alternative being found which saved the business \$8,000. He showed determination and critical thinking when approaching this task and his diligence is much appreciated. Armando is a valued member of the Hamlet team, always ensuring his work area is clean and well laid out for tasks. Well done Armando!

MARCH

**CHRIS STEER – SAFETY, SERVICE + RESPECT**

BOGGER OPERATOR, COWAL

Chris takes a lot of pride in his work and always performs his job to the highest of standards. He makes others' jobs easier, with great handovers and clear communication. He takes safety very seriously and shares his vast experience with fellow crew members.

DEAN LUMMIS – SAFETY, SERVICE + RESPECT

BOGGER OPERATOR, HERA

Dean does everything that is asked of him in a safe and respectful manner.

CAMERON LEGGE – SAFETY + RESULTS

JUMBO OPERATOR, PEAK

Cameron continuously shows his commitment to workplace safety by always ensuring that road sprays are turned off when appropriate. This behaviour also improves workplace efficiency and results. Thanks Cameron!

**KACIE SCHMIDT – SERVICE, RESPECT + RESULTS**

SITE ADMINISTRATOR, BLACK ROCK

Kacie has done a lot of hard work and additional hours in setting up the Black Rock systems and action plan for the Coronavirus Pandemic. The work Kacie has done keeps personnel on site so we can maintain full production capacity.

SHELLEY HILL – SERVICE + RESULTS

BUSINESS SYSTEMS ANALYST, CORPORATE

Shelley works so hard in her vital role, yet most people wouldn't even know she was there. She gets the jobs done and is still always willing to help at the drop of a hat.

**TAYLOR GRAHAM – RESPECT + SERVICE**

CHARGE UP OPERATOR, THALANGA

Taylor's magazine paperwork is spot on and he always reports any issues. He is also doing very well on the bogger and takes ownership of everything he does. He is always keen to learn and take advice on board.

JAMES RUSHTON – RESPECT + SERVICE

APPRENTICE FITTER, HAMLET NORTH

James is always the first to clean up the workshop. He did an awesome job on the nipper's ute, bringing the standard right up. James sets the standard.

**NATHAN DOBSON – RESULTS**

APPRENTICE FITTER, HENTY

Nathan has been recognised for fitting the converter to LV0114 in a timely manner and for fast repairs to the Normet basket. Thanks Nathan!

BRANDAN EDE – RESULTS

JUMBO OPERATOR, MOUNT ISA MINES

Thanks to Brandan for finding solutions to problems and applying those solutions to maintain the efficiency of DD60 on the MIM project.

APRIL

**MICHAEL LENNANE – SAFETY + SERVICE**

BOGGER OPERATOR, COWAL

Michael performs his duties in a safe and efficient manner. He produces high quality work, which has been recognised by the client, and he always has a positive attitude.

**PHILLIP WALTERS – SERVICE**

BOGGER OPERATOR, HENTY

Phil is recognised for getting the job done with no fuss and to high standards. Thanks Phil!

DENNIS NEGFELDT – SERVICE

JUMBO OPERATOR, HERA

Dennis is ever ready to complete tasks with skill and precision.

RAYMOND McNIELL – SERVICE

SHIFT FITTER, MOUNT ISA MINES

Thanks to Ray for putting his hand up to come back offside when the project was short staffed.

BROOKE WARD – SERVICE

CHARGE UP OPERATOR, THALANGA

Brooke goes above and beyond in every task that is asked of her and never complains. She is a great asset to the company.

**ANDREW BOND – RESPECT**

PROCESSING TECHNICIAN, DARGUES

Thanks Andrew, for excellent communication and leadership with SWI implementation for concentrate haulage.

AMY SYMONS – RESPECT + SERVICE

HUMAN RESOURCES OFFICER, CORPORATE

During the COVID-19 chaos, Amy worked additional hours to support the operational teams in redeploying the workforce at a difficult time. Her professionalism and efficiency is much appreciated.

**KACIE SCHMIDT – RESULTS, SAFETY + SERVICE**

SITE ADMINISTRATOR, BLACK ROCK

Kacie is nominated for the amazing effort she puts in to keep the Black Rock project running smoothly, particularly with difficult flight and accommodation arrangements during COVID-19 restrictions.

NATALIE McLEISH – RESULTS, SAFETY + SERVICE

SITE ADMINISTRATOR, HAMLET NORTH

Nat has worked tirelessly and remotely while providing incredible support to the site team through the COVID-19 crisis. She keeps up to date with the changing travel restrictions to ensure all personnel remain safe and can get to work, while taking it all in her stride to get the job done. Her dedication has enabled the project to maintain business as usual, as much as is humanly possible.

JASON BARTSCH – RESULTS + SERVICE

RAISE BORE DRILLER, RAISE BORE DIVISION

Thanks Jason, for stepping up as alternate supervisor at Carrapateena during the COVID-19 crisis and working a longer roster. Jason also completed two reamer lifts with the new SL100 hydraulic gantry unit.

MAY**ADAM MARKWART – SAFETY, SERVICE + RESULTS**

SHIFT SUPERVISOR, COWAL

Adam always performs tasks safely and to the highest standard. He assists diamond drillers during shift to improve production and reduce manual handling.

**TONY BAMBRICK – SERVICE**

STOREPERSON, HERA

Tony was asked on several occasions to help with making up new procedures. He didn't hesitate or complain about doing the extra workload.

RYAN CYPHER – SERVICE + RESPECT

SERVICE CREW, HAMLET NORTH

Ryan received several nominations in May. He lives the PYBAR values by working to an exceptionally high standard, and by taking the time to mentor those around him, greatly assisting in their career development.

ANDREW JACKSON – SERVICE + RESPECT

SENIOR ENVIRONMENT & COMMUNITY ADVISOR, DARGUES

Andrew has worked tirelessly with the community to address any concerns or issues raised. His efforts have resulted in increased community engagement and positive relationships.

**JOSEPH SIMPSON – RESPECT**

SHIFT SUPERVISOR, THALANGA

Joe demonstrates good communication skills and gives clear directions. He is a great supervisor and teaches his crews the reasons behind their tasks and things to watch out for.

DAVID ELKIN – RESPECT

DRILLER, HENTY

Dave went out of his way to show the two young truck drivers on crew a refresher on correct park brake testing and thorough pre-start, displaying good leadership.

CHANEL McGLASHAN – RESPECT + SERVICE

SAFETY ADMINISTRATOR, CORPORATE

Chanel has recently taken over managing the workers' compensation and injury management portfolio and has already managed to resolve several ongoing cases. She establishes and maintains regular contact with injured employees, working to assist them with any issue they may have, sometimes receiving calls after hours when necessary.

**STEPHEN ROLFE – RESULTS + SERVICE**

FITTER, RAISE BORE DIVISION

Stephen is always happy to help out and make a plan to repair equipment on site with the minimum stock/spares, reducing wastage and costs.

VALUES IN ACTION

James Rushton, Apprentice Fitter at Hamlet North, Western Australia.

WHAT OUR VALUES MEAN TO JAMES RUSHTON

Apprentice Fitter, James Rushton, works at PYBAR's Hamlet North project in Western Australia. He speaks to us about what the PYBAR values, **SAFETY, SERVICE, RESPECT** and **RESULTS**, mean to him.

SAFETY
SERVICE
RESPECT
RESULTS

SAFETY

- Safety to me is working towards and maintaining an incident free site. To achieve this, it is vital to follow the strict safety procedures that are in place.
- We are all working towards one goal, so creating a safe environment is most important for the health and wellbeing of employees and clients.
- Risks can be prevented and eliminated simply by identifying, managing and being aware of any potential safety concerns that may arise.
- Having Arthur Taylor and Warren Mosconi (Safety & Training Coordinators) mentor our maintenance crews about safety has had a positive impact on me, and it certainly has enhanced my skills in this area.
- No job is too important that it cannot be done safely.

RESPECT

- Respect means treating people with dignity, and also the appreciation of a harmonious work environment.
- In the workplace, respect between colleagues can help to improve communication, increase teamwork, productivity and efficiency.
- Respect and values promote a positive work culture where we strive to fulfil the requirements of the job and are motivated to perform at our best for the company.
- Respect goes hand in hand with good service and safety.
- We are able to develop long standing relationships with clients.
- Always treat people how you would like to be treated, maintain a high level of integrity, and demonstrate our core values, as without these it is difficult to build great working relationships.

SERVICE

- Service is working to ensure our equipment is maintained to a high standard to minimise downtime, allowing operators to produce good quality work.
- We strive to hit our goals and targets for the month to deliver the best possible outcomes for the company and our client.

RESULTS

- Results to me is that we aim to minimise and prevent downtime of machinery, ensuring production is not halted in any way.
- We are fully committed and go above and beyond to achieve these results, with safety at front of mind.
- We strive to exceed expectations for the business and our clients in every way possible.

SHAPING THE FUTURE OF VOCATIONAL EDUCATION AND TRAINING

ROY WALSH INVITED TO SIT ON NATIONAL MINING SKILLS ORGANISATION PILOT WORKING GROUP

With the appointment of AIM's Roy Walsh to the national Mining Skills Organisation Pilot, the mining industry has an opportunity to help create a better vocational education training system across Australia.

Roy Walsh, RTO Manager of the Australian Institute of Mining (AIM), the RTO established by PYBAR to deliver quality, nationally-recognised training for the underground mining sector, has been invited to take part in shaping the future of Vocational Education Training (VET) nationally as a member of the recently formed Mining Skills Organisation Pilot Working Group.

The Australian Government's \$585.3M Skills Package, announced in 2019, includes funding for three Skills Organisations; one of which is the recently formed Mining Skills Organisation Pilot.

The Pilots will work to strengthen VET across Australia, by ensuring it is responsive, flexible and valued by industry, providing learners with the skills needed to succeed in modern workplaces, and equipping workers with the skills required by employers to grow the mining industry into the future as new technologies are introduced. VET training for the mining industry includes apprenticeships, traineeships, skills sets and Certificate I, II, III, IV and diploma level training packages.

The Pilot, initially chaired by the Minerals Council of Australia, a major advocate for more flexible, higher quality and responsive training and workforce development, will work to identify skills needed and provide advice to the Department of Education, Skills and Employment on qualifications development and improvements in training delivery and assessment for the industry.

"The establishment of the Mining Skills Organisation Pilot presents a real opportunity for the mining industry to shape the future of vocational education in Australia, which will then in turn meet the needs of our industry," said Roy Walsh.



Roy Walsh, RTO Manager of AIM, delivering quality, nationally-recognised training for the underground mining industry.

"Quality and responsive education, training and workforce development are crucial to ensuring skilled workers enter and remain in the mining industry, ensuring its growth and sustainability into the future."

For more information on the Pilot, visit the Department of Education, Skills and Employment Skills Organisations webpage at: employment.gov.au/SO

SETTING THE STANDARD

CONGRATULATIONS TO NATALIE MCLEISH AND ANDREW JACKSON!

Our Setting the Standard employee recognition program continues to acknowledge those who make a real difference by going above and beyond and consistently living their commitment to the PYBAR values, **SAFETY, SERVICE, RESPECT** and **RESULTS**.

Congratulations to Natalie McLeish and Andrew Jackson, our April and May #SettingtheStandard winners who are being recognised for their contribution to the success of the business through leading by example.

Keep an eye on our social media and Careers website for our monthly #SettingtheStandard recipients.



SETTING THE STANDARD
APRIL 2020

NATALIE MCLEISH
SITE ADMINISTRATOR
HAMLET NORTH

SAFETY SERVICE RESPECT RESULTS CORE AWARDS

PYBAR
MINING SERVICES

#SETTINGTHESTANDARD

April 2020 – Natalie McLeish

Natalie has provided incredible support to the Hamlet North team through the challenges of COVID-19. Working long hours and keeping up to date with the demands of changes required for travel and accommodation restrictions - all while working off site and from home - her efforts have meant employees could continue to get to work in what has been a difficult time. Well done Nat and thank you for your outstanding dedication!



SETTING THE STANDARD
MAY 2020

ANDREW JACKSON
SENIOR ENVIRONMENT
& COMMUNITY ADVISOR
DARGUES GOLD MINE

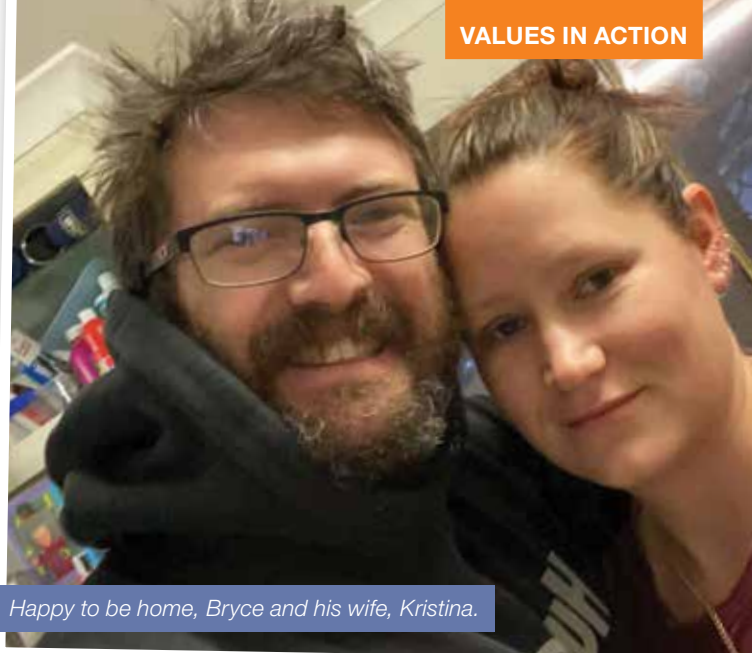
SAFETY SERVICE RESPECT RESULTS CORE AWARDS

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May 2020 – Andrew Jackson

Andrew has been at Dargues for only a short time, and already he is proving to be a very valuable member of our team, working hard to build and maintain key relationships within the local community. His efforts have not gone unnoticed. Thank you for your hard work, Andrew.



Happy to be home, Bryce and his wife, Kristina.

BRYCE WATKINS, HOME AT LAST



Bryce and his children, what a wonderful surprise.

A GREAT DEMONSTRATION OF SERVICE

The introduction of COVID-19 interstate travel restrictions has seen some PYBAR team members having to stay within the state they work in for their breaks, requiring them to be away from home and loved ones for long periods of time.

One of the affected PYBAR team members was Bryce Watkins, Raise Bore Driller, who was based interstate and away from his family for a two month period due to COVID-19 state border travel restrictions.

He arrived home recently and surprised his children, who were not aware he was coming home. They were so happy to see him, and their tearful and loving reactions made it all worthwhile.

Bryce is a hard worker who never complains and always goes above and beyond. When thanked for his hard work by one of his colleagues, Bryce said: "It's always hard, but I do enjoy my job. It's very fulfilling and provides for the fam."

Thanks for your efforts and sacrifices, Bryce. You are a living example of the PYBAR value, **SERVICE**.

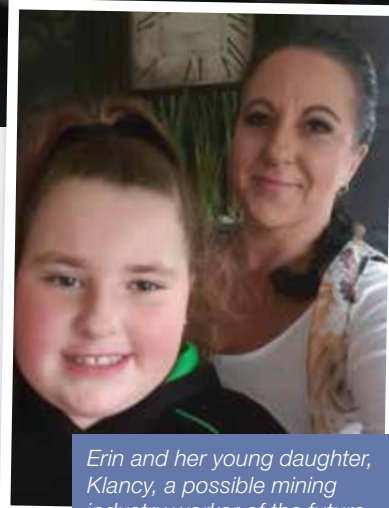
Thanks goes out to all PYBAR employees who have been flexible with adjusted rosters and travel arrangements and for their ongoing commitment while we have worked to maintain consistent business operations in these difficult times.



Erin Tatnell, operating an underground loader at Henty Gold Mine by tele-remote.

ERIN NOMINATED FOR INDUSTRY AWARD

WOMEN IN RESOURCES 2020



Erin and her young daughter, Klancy, a possible mining industry worker of the future.

Erin Tatnell, an underground loader operator from the Henty Gold Mine on the West Coast of Tasmania, has been recognised by her peers for exemplifying our values of SAFETY, SERVICE, RESPECT and RESULTS.

Earlier this year, Erin Tatnell's colleagues nominated her in the annual Tasmanian Minerals, Manufacturing & Energy Council Women in Resources Awards 2020 in the Outstanding Tradeswoman, Technician or Operator category.

The Awards are the result of a partnership between the Tasmanian Minerals & Energy Council and AusIMM to recognise the achievements of women in the mining, manufacturing and resources sectors, reinforcing the benefits of gender diversity to business performance and showcasing the sector as an inclusive and rewarding career option for all Tasmanians.

In discussing Erin's nomination, Henty General Manager, Dion Alford said: "Erin has earned the respect of everyone at Henty through her hard work, excellent attitude to safety and dedication to the job. She was nominated by her peers and wholly endorsed by myself to be put forward as Henty Gold Mine's representative for the Women in Resources Award."

Erin joined Henty Gold Mine in 2017, initially as an underground dump truck operator, progressing to become an underground loader operator, utilising tele-remote operations to operate the loader via remote control.

Erin has always lived and breathed mining, growing up in the West Coast community of Queenstown, Tasmania, which has a long mining history, dating back to 1881 when gold was discovered in the area. She began her mining career in 2001 in the Kalgoorlie Super Pit, first as a labourer, then progressing to truck operator, loader operator, safety representative and site coordinator. She eventually made her way back to Queenstown, and took on an underground role at Mount Lyell, and cites the comradery of the local community and the mining industry as some of the many reasons for her career choice.

When asked what she enjoys about her job, Erin said: "Henty is a great place to work. The daily physical and mental demands help you discover the best in yourself and others."

"My colleagues work hard and set the gold standard to keep the workplace a safe and professional environment."

Erin cares about her colleagues and is always willing to mentor new employees and listen when anyone needs to talk. This respect for her peers has seen her appointed as the Health and Safety Representative for her crew; a role she takes very seriously and carries out with the same dedication she applies to any task.

Erin encourages other women working in the mining industry to participate in the Women in Resources Awards.

"This has been a rewarding and humbling experience," she said.

"I am proud to have been nominated by my workmates and am particularly proud to set an example to my daughter, Klancy, to work hard, set high standards for herself, be brave and willing to accept challenges and also to show empathy to others. These are the attributes that will help her to grow into a capable and independent young woman, and I'd love to see her and other young girls enter the mining industry in the future."

Erin summed up her career in underground mining by saying: "I am proud of, and enjoy what I do. I love working in the mining industry. My crew is my family, and this is where I belong."

The finalists of the Tasmanian Minerals, Manufacturing & Energy Council Women in Resources Awards 2020 were to have been announced at an awards ceremony at Parliament House in Hobart on 3 June, however, due to COVID-19 restrictions, the finalists will now be announced at a later date. We wish Erin every success!



TRAINEESHIP – A PATHWAY TO SUCCESS

Kristen Foliaki, Site Administrator.

KRISTEN KEEN TO CONTINUE LEARNING

Site Administrator, Kristen Foliaki came to PYBAR from a very different industry 12 months ago, keen to take on new learning experiences and tackle any challenges the mining industry might present.

Over the past few months, there have been many challenges for Kristen and her team, particularly in relation to travel restrictions resulting from the COVID-19 pandemic.

Travel and accommodation arrangements are only one part of Kristen's role. She commenced with PYBAR in the Orange office in a Trainee Site Administrator role in June 2019 and enrolled in a Certificate III in Business Administration after 16 years in beauty therapy.

"I'd always wanted to transition into business administration and do a Cert III, but had continued to put it off. One day I was scrolling around and saw the perfect opportunity pop up with PYBAR and I haven't looked back," said Kristen.

Under the guidance of experienced Senior Site Administrator, Erinne Ostini, Kristen has completed her traineeship and Certificate III in Business Administration with flying colours and is keen to continue her studies by enrolling in the Cert IV.

"I have learnt so much from Erinne in my time here so far, she has so much knowledge about the business and about mine site administration in general. Phillip [Viljoen, PYBAR's Raise Bore Manager] is also a font of industry knowledge and has taught me a lot," she said.

Kristen's role sees her supporting Raise Bore, Drilling and Cadia projects with travel and accommodation arrangements, production and employee data entry, purchase orders and invoice processing. She loves everything about her job and has taken the trying times caused by COVID-19 in her stride.

"It's been hard on some of our people, the guys have had to adapt quickly and have been very understanding of restrictions around interstate travel and the need for self-isolation. Travelling in and out of mining communities has become very difficult, with flights on many routes limited or cancelled altogether. Sometimes a two-day bus trip is the only option," she said.

While the recent disruptions have added to her daily workload, Phillip Viljoen said that Kristen thrives on the fast pace and variety of working with a lot of different project sites.

"She is up to the task, no matter what challenges she encounters," Phillip said.

"We have enjoyed watching Kristen develop her skills. Her success is well deserved, and we are proud to have her as part of our team."

Kristen has always lived in Orange but loves travelling to visit family in Queensland and New Zealand with her husband, Nick, and children, Winnie 10, and Ethan 8. She enjoys bushwalking and abseiling with her family and is also known to kick off her shoes for a dance and a glass of red wine on occasion.

Congratulations on completing your training Kristen, and well done for making the wise decision to join our wonderful mining industry.

10 YEARS' SERVICE – MICK SOUTH

CONGRATULATIONS!

Congratulations to Mick South who has reached his 10 years' service with PYBAR!

Since commencing in 2010, Mick has worked across a number of PYBAR projects including Ballarat, Costerfield, A1 Gold Mine and our Drilling Division. Currently as the Project Manager for Dargues Gold Mine, Mick's knowledge and on-going commitment to the business and the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS is highly regarded.

Mick is well known across the business as quite a character and has been instrumental in PYBAR's success over the years.

We thank him for his dedication and hard work!



CELEBRATING **10** YEARS OF SERVICE

RUSSELL SPARKES – 10 YEARS AT PYBAR

THANKS RUSTY!

Congratulations on reaching 10 years' service with PYBAR!

In 2010, Rusty started as a Bagger Operator at Bentley Mine, WA; he then transferred to our Red October project in 2011 where he stepped up into a Shift Supervisor position in 2013. Rusty's enthusiasm and commitment to PYBAR is highly recognised, and he has since held a number of Mine Foreman positions across various projects such as Deep South, Matilda, Vivien and most recently, Hamlet North in WA.

Thank you Rusty, for your ongoing efforts and dedication to PYBAR and our values.



CELEBRATING **10** YEARS OF SERVICE

10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS

LONG SERVICE CELEBRATIONS

5 AND 10 YEAR MILESTONES

Well done and thank you to our team members celebrating their 5 and 10 year anniversaries with PYBAR.

START DATE	EMPLOYEE	POSITION	LOCATION
25.06.2015	Nathan Lincoln	Driller	Hera

5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5

START DATE	EMPLOYEE	POSITION	LOCATION
6.04.2010	Mick South	Project Manager	Dargues
23.06.2010	Russell Sparkes	Shift Supervisor	Hamlet North
5.07.2010	Kelvin Schroeder	Fitter	Mount Isa Mines

10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS 10

OTHER

TALK TO THE EDITOR

DO YOU HAVE A QUESTION TO ASK? AN INTERESTING STORY TO SHARE?

Talk to the Editor at editor@pybar.com.au and we'll do our best to help in the next edition.

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