

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 24 / SUMMER AUTUMN 2021



02

EOTY WINNER & RUNNER UP

14

SAFETY TRANSFORMATION PROGRAM

17

VARIETY RESURRECTION RUN

SETTING THE STANDARD

WHAT'S NEW

**TENDER WINS**

New and extended projects in QLD and NSW.

READ MORE PAGE 08

PYBAR MINING SERVICES		SAFETY SERVICE RESPECT RESULTS	
12 Monthly Total Recordable Injury Frequency Rate (TRIFR)	7.64		
3 Monthly Total Recordable Injury Frequency Rate (TRIFR)	0		
Date of Last LTI	29/3		

FESTIVE SEASON SAFETY CAMPAIGN

Good job team!

READ MORE PAGE 13

**NEW OPERATIONS IMPROVEMENT MANAGER**

Paul Culvenor stepping up to the challenge.

READ MORE PAGE 18

CONTENTS

WELCOME	A message from our CEO / 01
FEATURE	Employee of the Year / 02
	Employee of the Year finalists / 04
BUSINESS UPDATE	Tender update / 08
	Annual managers' meeting / 08
	Sale of Dargues and Henty gold mines / 09
AROUND OUR SITES	Thalanga's safety achievement / 10
	Senior management visit Mount Isa / 10
VALUES IN ACTION	CORE Award winners / 11
	Festive season safety campaign / 13
	Safety Transformation Program / 14
	What our values mean to Michael Ayres / 15
	2,000 pay runs / 16
COMMUNITY	Variety Resurrection Run 2020 / 17
OUR PEOPLE	New Operations Improvement Manager / 18
	Service anniversaries / 19
	Troy Martyn's 15 year service milestone / 19
	10 year service celebrations / 20
OTHER	Send a story to the editor / 21





A MESSAGE FROM OUR CEO

As we continue through the year at a time of lingering uncertainty due to COVID-19 and all its implications, there is also reason to be hopeful, with the roll-out of vaccines around the world, the rapid rebound of the Australian economy and sustained commodity prices. Backed by our solid project base and some of the best people and equipment in the industry, PYBAR is well placed for a strong year ahead.

Interim PYBAR CEO

This will be my last welcome message for a while. After 25 years with PYBAR, I am taking some long service leave. I will still be involved, part-time, in PYBAR and other Group business boards during this time.

Nick Woolrych (currently Diversified Minerals CEO) will be taking over as PYBAR Mining Services Interim CEO from 1 March until I return in September. Nick has been involved in the PYBAR Group board for six years and has a strong knowledge of the PYBAR business and existing relationships with our people and clients.

There are lots of exciting things happening in the business that Nick will continue to contribute to in my absence, including our Safety Transformation and our strategy to make PYBAR the best business it can be. I trust that everyone will give Nick their full support throughout this period.



Nick Woolrych, recently announced
PYBAR Mining Services Interim CEO.

PYBAR Employee of the Year

On 23 December, the PYBAR Employee of the Year and Runner Up were announced live via social media. The announcement was the culmination of the 2020 PYBAR CORE Awards, with the monthly winners decided from peer nominations of colleagues who demonstrate the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS.

I would like to personally congratulate our winner, Dion Alford, and runner up, Drew Apps, who both embody the PYBAR values and are most deserving of their awards.

I encourage all of our employees to participate in the PYBAR CORE Awards this year and nominate fellow teammates who deserve our recognition for going above and beyond onsite, at camp and in the office.

Pathway to Zero

Work is ongoing on our Pathway to Zero TRIFR (Total Recordable Injury Frequency Rate) as part of PYBAR's Safety Transformation. You will notice initiatives such as new safety signage, monthly safety topics and increased safety awareness and training around our sites and offices in the coming months. We do not want any of our people to be injured, and our safety transformation will help us keep improving along our Pathway to Zero.

Festive Season Safety Campaign

In our industry, more people are injured around Christmas and New Year than at any other time of the year, as our thoughts turn to holiday plans and we lose focus.

However, I am very pleased to report that the Festive Season Safety Campaign saw a major reduction in injuries occurring over the 2021 holiday period; a total of four injuries reported compared to 22 in 2020!

This dramatic improvement meant a vast majority of our people were looking after themselves and were able to spend the festive season injury free.

Regards,

Brendan Rouse – CEO

2020 EMPLOYEE OF THE YEAR

CONGRATULATIONS DION AND DREW!

Another successful year of PYBAR's CORE Awards program has awarded Dion Alford as PYBAR's Employee of the Year and Drew Apps as Runner Up!

There is no doubt 2020 has been a tough year for everyone. Yet, even under difficult circumstances, our people have continued to demonstrate the PYBAR values – SAFETY, SERVICE, RESPECT and RESULTS as they go about their work.

Both Dion and Drew received a number of nominations throughout the year for their continued hard work and for exemplifying the PYBAR values day in, day out.

THE WINNER! CONGRATULATIONS, DION ALFORD



PYBAR's Employee of the Year 2020, Dion Alford.

Dion is General Manager at the Henty Gold Mine near Queenstown in Tasmania, which was recently acquired by Catalyst Metals.

With the change of ownership at Henty, Dion's role has now transferred to the new owners, however, he continues to provide leadership and support to PYBAR crews on site under the ongoing labour hire agreement.

Dion has the respect of all who know him. He showed tremendous strength and compassion to everyone involved following the tragedy in January 2020. He is a positive role model and sets the standard in excellence and leadership.

Q&A WITH DION

**SAFETY
SERVICE
RESPECT
RESULTS**

WHERE DID YOU GROW UP AND HOW DID YOU START YOUR CAREER?

I grew up in Maiden Gully, which was a small town just outside Bendigo, but it's now effectively a suburb of Bendigo.

Like many people, I had no idea what I wanted to do when I got older. I first studied environmental science in Perth in the late 90s and hated it. I got homesick living in Perth, so I returned to Bendigo and did civil engineering. I always had an interest in mining but didn't want to move again, so I completed my studies and worked as a civil engineer for four years. While working, I studied mining engineering via correspondence and started my first mining job at the beginning of 2007 at Stawell Gold Mine in Victoria. I've been in mining ever since.

TELL US ABOUT YOUR FAMILY

I have an amazing partner, Catherine, and two kids under two, Sophie and Bill, so it's a busy household when I get home from work. We got very lucky to have a girl and a boy and are living in Queenstown, which is an amazingly beautiful part of the world to live.

WHAT DO YOU LIKE TO DO IN YOUR SPARE TIME?

I like going for a drive with Cath and the kids when I get the chance and see different things and new places. I've been lucky to see so much of Australia in mining.

I also enjoy just going to a pub on my own with some anonymity and to have a quiet beer or two and relax, watch the footy and have a bar meal. I love wandering down to watch the local footy wherever I may be or sitting beside a campfire on a riverbank and just contemplating life.

WHO INSPIRES YOU?

The Queen. She is apolitical and provides certainty and stability. She always retains her grace and dignity and rises above all the guff and rubbish that is slung at her. She has been the one constant in the world, and just think of all the world events and controversies she has experienced in her 95 years and, having served for almost 70 years, how can that not inspire you? I'm not sure about the rest of the Royals, but I admire the Queen.

WHAT DO YOU ENJOY ABOUT YOUR ROLE?

Seeing people succeed at work and in life is what I enjoy in my role. Mining is hard work, and nothing comes easy, so leading a mine site and creating a culture of trust where people have the confidence to do their job working towards a strategy or goal and then seeing the success that brings gives me great joy. It takes everyone and all departments, and when that occurs, I say to myself "the orchestra is in tune". It's a good feeling that I hope everyone enjoys for the times it happens.

WHAT'S YOUR DREAM DESTINATION WHEN INTERNATIONAL BORDERS RE-OPEN AND WHY?

At some stage I'd like to go to America and Canada and do the whole US sport thing; i.e. go see the gridiron, basketball, baseball, ice hockey, Daytona speedway etc., just to see how it compares to Australia and how big those major sports are in the States.

WELL DONE TO RUNNER UP, DREW APPS



Drew Apps, PYBAR's Runner Up Employee of the Year 2020.

Since joining PYBAR in 2017, Drew has excelled in his role as Transport Supervisor, based at PYBAR's Corporate Office in Orange.

Nothing is ever a problem for Drew, who is a real pleasure to have around the office. He is dedicated, skilled, efficient and jumps in with a smile to proactively take care of any issue.

Here, we ask Drew a bit about himself.

Q&A WITH DREW

WHERE DID YOU GROW UP? WHAT TYPE OF ROLES HAVE YOU HAD IN THE PAST?

I grew up in Orange, lived in Newcastle and Sydney for uni, and then came back. I studied physio then nutrition but realised the health sector wasn't really for me. I've always worked in the transport industry, I started as a simple courier and worked my way through roles to depot manager and operations manager.

WHAT WOULD YOU BE DOING NOW IF YOU COULD HAVE ANY JOB IN THE WORLD?

Honestly, if I had my time again, I would love to be a race engineer for a Formula One team. Being paid to travel the world and compete in a high-level sport seems like a great idea to me.

WHAT INSPIRES YOU?

Anyone that refuses to use the word "can't". There is a way to achieve anything. People that strive to achieve what seems impossible is enough to inspire you to do the same and unlock your potential.

WHAT DO YOU LIKE TO DO IN YOUR SPARE TIME?

I enjoy spending time with family and friends. I'm a bit competitive, so I enjoy playing soccer to fill that competitive need and I like to go motorbike riding, road or dirt, whenever I can. I'm also a major sports fan, so going to sporting events like A-League, AFL, MotoGP and F1 are always on the to-do list.

WHAT DO YOU ENJOY ABOUT WORKING FOR PYBAR AND YOUR ROLE?

After spending a long time in the transport industry as a supplier, it's good to be on the other side of the coin and make the transport supply chain work as a customer on PYBAR's behalf. My team at PYBAR is great to work with and the role varies so much that every day is different. It's great to be able to contribute in a major way to the supply chain and to help PYBAR do what we do.

WHAT'S YOUR DREAM DESTINATION WHEN INTERNATIONAL BORDERS RE-OPEN AND WHY?

Iceland, to see the northern lights. I've always talked about a Nordic holiday to experience something so vastly different to our way of life in Australia. Plus, there are a fair few destinations between here and there, so a good journey to get there, with tangents to be taken along the way!

WHAT IS SOMETHING PEOPLE DON'T KNOW ABOUT YOU?

I'm a bit superstitious. I need to do certain things in a certain order, as in socks and shoes need to go on the right foot first. I need to lock, unlock and then re-lock the front door on the way out of the house. And, probably most notably, I need the number 8 to be attached to most things I do. If I can't wear 8 on the soccer field, I need to wear a number that can be related to 8, like 17 (1+7=8), otherwise I just don't feel right.



Thank you to everyone who took the time to nominate our deserving colleagues and congratulations to our 17 finalists and all the monthly winners for 2020.

Remember to nominate a teammate who demonstrates the PYBAR values. Who knows, they could be the next PYBAR Employee of the Year!

WINNER

- \$1,000 PERKS credit
- Name engraved on the Employee of the Year plaque at the Corporate Office
- Engraved trophy
- Framed certificate

RUNNER-UP

- \$500 PERKS credit
- Engraved trophy
- Framed certificate

2020 EMPLOYEE OF THE YEAR FINALISTS

CONGRATULATIONS TO OUR CORE AWARD WINNERS

The PYBAR CORE Awards is our peer-to-peer recognition program where employees can nominate their workmates who continually go above and beyond in demonstrating the PYBAR values.

After 536 nominations, the 17 finalists were...



KACIE SCHMIDT

SITE ADMINISTRATOR, BLACK ROCK/ MOUNT ISA

Joined: March 2012

Kacie's work output is always high quality and high volume. She is tenacious and sees every task and challenge through to the end, including filling the gap created by the absence of a site SHET team and creating a site personnel database that provides simple and accurate information in one location, during testing times in 2020.

Her professionalism inspires others on site and our clients regularly voice their appreciation.



DREW APPS

TRANSPORT SUPERVISOR, CORPORATE

Joined: October 2017

Nothing is ever too much trouble for Drew. He has demonstrated his commitment to our business as well as his level of expertise in his field time and time again.

He answers calls around the clock to ensure our sites get the best results to minimise downtime and always seeks to get the best price for the job.



JACOB O'HARA

CHARGE UP OPERATOR, HAMLET NORTH

Joined: February 2017

Jacob is always positive and looking for new opportunities for himself and his team. He puts the project first and no task is too big or too small for him to take on. He takes the time to mentor less experienced operators and is also willing to learn from more experienced operators, stepping up to learn loader operation. He is a caring person and demonstrates great compassion for the welfare of others who might be doing it tough.

Jacob has worked on several PYBAR sites, he receives excellent feedback and is an up and coming individual with a great future ahead.



MICK SOUTH

MINE SUPERINTENDENT, DARGUES

Joined: April 2010

Mick is committed to achieving targets in safety, production and cost management. He is pragmatic in his approach and brings out-of-the box solutions. Mick has implemented presentations for crews returning to work to increase awareness of safety and operational issues that have occurred during their R&R. This has improved site performance and increased employee engagement.

Mick genuinely cares for his people and the project and has earned the respect of his colleagues and the local community.



RYAN CYPHER

CHARGE UP OPERATOR, HAMLET NORTH

Joined: June 2019

Ryan is a high achiever with great potential. He demonstrates incredible resilience and a positive can-do attitude which lifts any crew he works with. He actively mentors others and sets the standard for less experienced operators. Where he wishes to improve, he seeks out the best person on site to teach him and others how to do things.

He steps up for additional tasks and responsibilities and takes the initiative to explore innovative opportunities, developing and rolling out a new fan hanging procedure with a colleague. He is an opinion leader and safety representative on crew and is also a member of the ERT.

Ryan is happy to cover for others and has regularly attended site during his breaks to help the project, enabling eastern staters to get home on break.



MICHAEL LENNANE

LOADER OPERATOR, COWAL

Joined: March 2019

Michael demonstrated great commitment from day one during mobilisation and took on responsibility for explosive magazine records management, which was always accurate and to standard.

Michael is flexible and has taken on extra responsibilities on numerous occasions; from truck and jumbo operator to performing risk assessments and rehab work, both underground and in the open pit. Being a BEUL holder, he has filled in when others have been absent to ensure development firing was not delayed.



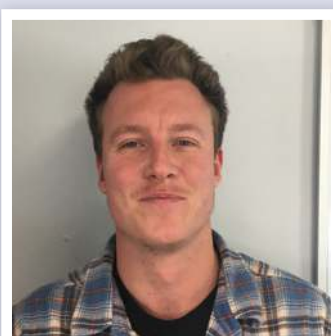
AMY SYMONS

HUMAN RESOURCES OFFICER, CORPORATE

Joined: November 2016

As well as being the life of the office, Amy is caring, creative, diligent, thorough and able to do 10 things at once. She is never afraid to step up and has a "come on, let's do it" attitude to new challenges.

She constantly puts in additional hours, meaning our sites have been able to perform more efficiently because of her dedication.



JACKSON HOPKINS

JUMBO OPERATOR, DARGUES

Joined: September 2019

Jackson is committed to working safely and ensuring that others do too. He goes above and beyond and uses his own time to develop how-to guides to assist new operators; he also creates efficiency initiatives such as working with another operator to have a dolly machined up to retrieve bits from broken steels on site.



TONY BAMBRICK

STOREPERSON, HERA

Joined: February 2019 (plus previous stints at Osborne and Lady Loretta from April 2012)

As the only storeperson on site, Tony takes responsibility for his role seriously, and often outside his work hours when required. He picks up parts or team members from the airport in his own time and is always happy to be called upon to assist other areas across the site.

Tony has improved the quality of output from the stores department since joining the team and maintains an efficient and well organised workspace. He actively seeks out opportunities to provide value and make other people's jobs easier.

Tony is well respected on site, not only for his attitude, which can lift up crew mates if they are having a tough day, but also for his work ethic and standards.



ADAM MARKWART

SHIFT SUPERVISOR, PEAK

Joined: July 2019

Adam is always well-prepared and delivers clear direction for every shift. During his previous posting at PYBAR's Cowal project, he was responsible for supervising HMR Drilling Services diamond drilling crews and took the initiative to learn about drilling processes to better support his team.

Adam is fantastic with new starters, passing on his vast knowledge without overwhelming them. He is always willing to assist where possible and is an excellent and well-respected leader.



CAMERON LEGGE

JUMBO OPERATOR, PEAK

Joined: December 2019

Cameron never walks past an issue without making sure it is rectified. He has a fantastic eye for detail and his work ethic and the quality of his work is exemplary. He has demonstrated a strong commitment to the project during the year, as he has had to spend months away from his family and friends due to state border restrictions.

Cameron creates a cohesive team environment, guiding new and experienced people to the end goal.

Cameron has received numerous nominations this year, and we know why!



DION ALFORD

GENERAL MANAGER, HENTY GOLD MINE

Joined: August 2019

Dion is an asset to the site, the company and the industry in terms of his leadership and commitment to excellence at Henty, despite significant challenges over the last year.

He has transformed the planning process and all standards on site and maintains the site's first-class environmental track record. His role encompasses management of all regulatory, operational and financial aspects of the site.

Dion was a pillar of strength during the tragic period in January 2020, and the respect he demonstrated to Cameron Goss' family, friends, workmates and the community was inspirational, despite being deeply affected himself. His positivity is one of his most impressive strengths, as well as his technical excellence and mentoring skills. Dion has the respect of the site management and crews at Henty Gold Mine.



KATELYN MITCHELL

SAFETY & TRAINING CO-ORDINATOR, THALANGA

Joined: January 2019

Katelyn is a walking billboard of the PYBAR values. She consistently demonstrates a positive, can-do attitude and is highly focused on ensuring that her fellow team members are adequately trained. Katelyn encourages a high standard of safety underground, putting her best foot forward for her team.

She cares for and is well respected by the crews and always offers assistance to anyone who might need a little help. She delivers information clearly and concisely in pre-shift meetings and is a huge asset to the project.



AARON MCINNES

LOADER OPERATOR, THALANGA

Joined: March 2019

Aaron is a highly skilled miner. He's ready to get in and do the job and is always willing to pass on his knowledge to others. He will step into other roles, whether higher or lower, or cover other crews to ensure the job is completed.

Aaron is well-respected and is described as one of Thalanga's unsung leaders. While not in an official leadership position, he takes the front foot each shift to inspire fellow employees to excel.



TREVOR DENNY

LOADER OPERATOR, HERA

Joined: May 2012

After working across several projects during his time with PYBAR, Trevor is currently one of Hera's most competent operators. He continually strives for a high standard and works with his fellow crew members to ensure they are achieving beyond expectations.

Trevor is highly committed to the project and is often the first person down the hole and the last up, making sure that the next shift isn't left with overdue tasks, including looking out for teammates who need a hand to complete their tasks.

A great mentor for less experienced crew members, Trevor shares his extensive underground experience and sets standards early for new starters. His work ethic is that of the ideal PYBAR employee.



DAVID DREDGE

PROCESSING SUPERVISOR, HENTY GOLD MINE

Joined: June 2019 (plus a previous stint from October 2016 as well as being on site at Henty for 20 years including time with previous mine owners)

David is not only an asset to his crew and department, but to the entire mine site. He has been on site for 20 years and is a major piece of the puzzle at Henty. He is trusted and dependable and has a complete understanding of the processing plant. He drives results and engineered a solution for the electro-winning cells to prevent them being dislodged from the lifting hooks.

David will work extra shifts to cover the processing crew, and has the respect of everyone on site for his knowledge and his compassion for the operators, who feel comfortable discussing any issues with him.

He enhances morale, sweetening the work environment with a lolly jar in his office kept full at his own expense for anyone to grab a treat from. What a sweet guy!



BRYCE WATKINS

SENIOR RAISE BORE DRILLER, RAISE BORE DIVISION

Joined: January 2019

Bryce has recently stepped up into a Senior Raise Bore Driller role in recognition of not only his experience, but the high regard in which he is held by his team.

He has taken ownership of several projects with limited assistance. Despite the challenges he faced, he got the job done safely and received numerous positive reports from our clients on his attitude, organisational skills and commitment.

Bryce is regularly on call when on break to offer any assistance his team may require and has spent long periods of time away from his family and friends due to state border restrictions, yet has remained positive and committed to PYBAR. When asked about this, he said that because PYBAR has looked after him, he wants to look after PYBAR in return.

Bryce maintains positive relationships with all stakeholders and exceeds all expectations.



PYBAR Employee of the Year finalists for 2020 received a framed certificate in recognition of their achievement.

The PYBAR Employee of the Year and Runner-up were selected from these finalists by a panel against a set of criteria.

Be sure to nominate your outstanding workmates, those who live the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS, in the PYBAR CORE Awards by:

- Completing and placing a nomination slip in the CORE Awards boxes provided at PYBAR sites and offices
- Visiting PYBAR PERKS at pybar.rewardgateway.com.au/

TENDER UPDATE

**PROJECTS WON FROM:
OCTOBER 2020 TO JANUARY 2021**

Thank you to everyone involved in preparing tenders for these projects and helping to secure this new work.



QLD

Glencore, Black Rock - development and production, full scope for three years.

NSW

Aeris Resources, Tritton - labour hire.

ANNUAL MANAGERS' MEETING 2020

THE PATHWAY FORWARD

The annual PYBAR Managers' Meeting brings together our dedicated team of managers to wrap up, learn from the closing year and map a pathway forward for safety and success in the year ahead.

Although numbers were down on previous years due to border restrictions, those able to visit Orange in November 2020 took the opportunity to network with colleagues and workshop issues and initiatives over the two-day event.

Themes covered included strategies to support PYBAR's Pathway to Zero – a commitment to achieve a TRIFR (Total Recordable Injury Frequency Rate) of zero as part of a company-wide Safety Transformation, and PYBAR's business improvement strategies for the coming year.

The meeting provided managers with a range of ideas, innovations and initiatives to share with their project and departmental colleagues, which will help to guide PYBAR's pathway forward to an even stronger future.



PYBAR Annual Managers' Meeting 2020 underway, with a presentation from Head of HR, Paul Gage.



Nick Woolrych, recently announced PYBAR Interim CEO, leading a discussion with members of the PYBAR management team.



PYBAR managers in Orange for the Annual Managers' Meeting 2020.

NEW OWNERS FOR DARGUES AND HENTY

PYBAR TO PLAY A MAJOR ROLE IN THE FUTURE OF BOTH PROJECTS

Following Diversified Minerals' recent sale of Dargues Gold Mine and Henty Gold Mine, PYBAR has secured long-term agreements to provide services to the new owners of both projects.

DARGUES GOLD MINE

In November, Diversified Minerals Pty Ltd (DMPL), owned by shareholders and associates of PYBAR, announced the sale of the Dargues Gold Mine to Aurelia Metals Ltd.

DMPL Director, Paul Rouse, said: "We believe this transaction is in the best interests of Dargues Gold Mine.

"We have been highly impressed by Aurelia's vision of future investment to enhance the mine's longevity and life."

DMPL acquired Dargues Gold Mine in 2016 via its acquisition of Unity Mining Limited, and PYBAR has provided a wide range of services on site since then. DMPL's development of the project saw it become the first new underground gold mine in NSW in nearly 15 years.

PYBAR has a longstanding relationship with Aurelia Metals, performing underground mining services at their Hera and Peak mines since 2013 and 2017 respectively. A new alliance-style underground mining contract has been agreed with Aurelia at Dargues, further strengthening this important relationship, with site technical services, processing and administration staff transferring across to Aurelia.



Dargues Gold Mine.



HENTY GOLD MINE

Following the Dargues announcement, DMPL also advised that it had entered into an agreement to sell Henty Gold Mine to Catalyst Metals, an ASX-listed company with solid market capitalisation and a strong exploration pedigree.

Catalyst will be investing heavily in underground and surface exploration and site capital expenditure at Henty over the next 12 to 24 months to secure the future of the project.

PYBAR will remain on site at Henty under a labour hire agreement, and looks forward to working with the new owners towards a successful future for the mine.



Henty Gold Mine.



These transactions are a positive result for the wider business, strengthening the Group's position, and also securing long-term work for PYBAR with strongly capitalised, well credentialed clients.

THALANGA TEAM CELEBRATES SAFETY MILESTONE

1,000 DAYS LTI FREE

In early March, our team at Thalanga celebrated a significant project milestone – 1,000 days Lost Time Injury free.

PYBAR has been on site at Thalanga mine, near Charters Towers in Queensland since February 2017, providing all underground development and production activities.

The last LTI at Thalanga occurred in June 2018, and in the 1,000 days since that time, the team has:

- Worked 500,000 hours
- Completed 86,586 TWIs, identifying 19,905 hazards
- Drilled 12,132 development metres
- Drilled 295,772 production metres
- Hauled 1,040,000 tonnes of ore

All of this was completed while safely achieving significant growth and setting production records along the way!

The team was treated to a breakfast BBQ on site to mark the project milestone, to thank everyone for their hard work and for making safety the number one priority.

Recently appointed Interim CEO, Nick Woolrych, congratulated everyone at Thalanga, past and present, for achieving 1,000 days LTI free.

"This milestone was a result of a lot of hard work, focus and dedication to looking after each other," said Nick.

"This is an outcome of PYBAR's safety leadership and transformation strategy, and I look forward to being able to share these types of achievements across the business more frequently."



Jaime Mant, Keir Tilse and Cheyenne Crane.



Will Taylor and Johann Ferreira on BBQ duty.



PYBAR's proud Thalanga crew.



We urge all employees to keep safety front of mind, always.

Your safety is our number one priority.



(L - R) Brad Rouse - Business Development & Services Manager, Brendan Rouse - CEO, Scott Todd - Chief Commercial Officer and Paul Culvenor - Operations Improvement Manager.

MOUNT ISA VISIT

STRIVING TO THE SUMMIT

Members of PYBAR's senior management team recently travelled to Mount Isa for a regular site visit. While there, they took some time out to keep fit and jog to the summit of the Mount Isa City Lookout.

The lookout offers spectacular 360-degree views of the town of Mount Isa, the major centre for north-western Queensland, and Glencore's Mount Isa Mines, where PYBAR has a long history of service.

Thanks to Nick Woolrych, PYBAR's recently announced Interim CEO, for sending in this photo of our men of action!

CORE AWARDS

RECOGNISING OUR SEPTEMBER, OCTOBER, NOVEMBER
AND DECEMBER WINNERS OF 2020

**SAFETY
SERVICE
RESPECT
RESULTS**

Congratulations to the monthly CORE Award winners from September, October, November and December. Remember to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate your teammates!

SEPTEMBER



JACOB O'HARA – SAFETY + RESPECT

CHARGE UP OPERATOR, HAMLET NORTH

Jacob's care for the wellbeing of a team member going through a tough time ensured they received the support they needed.

RYAN HARMER – SAFETY

CHARGE UP OPERATOR, HERA

Ryan displays a high level of hazard awareness in all aspects of mining. He recently discovered and raised a potential bogged rod hazard.



MICHAEL LENNANE – SERVICE + RESPECT

LOADER OPERATOR, COWAL

A great asset to have on site, Michael is highly regarded by both his peers and our client. He displays a great work ethic and leads by example.

AARON ORPWOOD – SERVICE + RESPECT

APPRENTICE FITTER, CORPORATE

Aaron is always motivated and looking for work. He is a self-starter and listens to advice from his co-workers. He is both respectful and respected and is highly regarded by his team.

AIDAN KAISER – SERVICE

RAISE BORE DRILLER, RAISE BORE & SHAFT LINING DIVISION

Aidan is willing to give any task a crack. He is always happy to assist the mining and service crews and is pretty handy on a C spanner.



JACK MURRAY – RESPECT

SERVICE CREW, DARGUES

Jack treats the equipment he operates with respect, making sure everything is cleaned inside and out. He is always ready to assist the fitters with their dailies.

TAUFAO TAUFAO – RESPECT, SAFETY, SERVICE + RESULTS

CHARGE UP OPERATOR, PEAK

Taufao was nominated for his excellent training skills. He listens to questions and is very good at sharing his knowledge and explaining safe and efficient procedures.



JOEL BESSELL – RESULTS, SAFETY + SERVICE

SERVICE CREW, HENTY

Joel is always a happy and positive member of the team and gets the job done safely.

CALLUM WALKER – RESULTS + SERVICE

LOADER OPERATOR, THALANGA

Happy to cover shifts and work back late to complete essential tasks, Callum leads by example.

OCTOBER



COURTNEY HEMBROW – SAFETY, SERVICE + RESPECT

SERVICE CREW, THALANGA

With an amazing three nominations in October, Courtney impresses her team with her high standard of work and focus on safety. She is a hard worker, always willing to listen and learn and she goes out of her way to help others.

DANIEL PRATT – SERVICE

LV FITTER, BLACK ROCK

Daniel's high level of workmanship in maintaining the light vehicle fleet is appreciated and is recognised by his team.



GREG BATCHLER – SERVICE

JUMBO OPERATOR, DARGUES

Greg has been on site and away from home for several months due to border restrictions. He never complains and is happy to do whatever task is required of him; all to a very high standard.

DAVID DREDGE – SERVICE + RESULTS

PROCESSING SUPERVISOR, HENTY

Thanks, David, for filling in at short notice over a weekend. Your willingness to help out enabled the processing plant to keep operating.

MARCUS SCHUCH – RESPECT + SAFETY

TRUCK OPERATOR, HERA

Marcus' nomination comes from overwhelming positive feedback from new truck drivers. He doesn't rush people as they are learning and takes the time to train them in the safest way.

**DUNCAN MACIVER – RESPECT + SERVICE**

SHIFT SUPERVISOR, PEAK

Duncan was nominated due to his positive approach. He is always happy to do any job he is asked and gives 100% every day.

SHANE MAIDENS – RESPECT, SAFETY, SERVICE + RESULTS

SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION

A valued member of the Raise Bore & Shaft Lining Division, Shane demonstrates each of the PYBAR values with his consistent, positive performance.

**ARMANDO RONQUILLO – RESULTS, SERVICE + RESPECT**

SHIFT FITTER, HAMLET NORTH

Thanks to Armdando for going above and beyond by working tirelessly for days without complaint to clean excess grout off the grout basket. The team was able to have it checked and back in service as soon as possible, which was much appreciated. Well done!

NOVEMBER

JASON MILLS – SAFETY

RAISE BORE DRILLER, RAISE BORE & SHAFT LINING DIVISION

Jason is always thinking of the safest and best way to operate around the rigs.

**JASON HAMLYN – SAFETY + SERVICE**

JUMBO OPERATOR, THALANGA

Jason and his assistant took part in a task observation while installing bolts and mesh on the decline. All procedural requirements were met, and the work layout was textbook quality. It was a pleasure to see.

LUKE FREEMAN – SAFETY + SERVICE

JUMBO OPERATOR, HENTY

Luke is extremely thorough with pre-starts on his machine every day. Thanks for your dedication, Luke!

**LACHLAN WHITE – SERVICE**

LOADER OPERATOR, HERA

No task is too hard for Lachlan. He is always ready to lend a hand and strives for continual improvement.

CASEY MARTIN – SERVICE + RESULTS

LOADER OPERATOR, PEAK

Casey spent most of November operating at New Cobar. Due to limited activity there, she had control over the mine and took charge in problem solving any issues which arose. The stope that Casey bogged and completed was identified as some of the highest quality work the mine foreman and client leadership team had ever seen. Well done Casey!

**DEAN CANNON – RESPECT**

LEADING HAND FITTER, DARGUES

Dean displays great respect to the project and his team with his outstanding positive attitude. Thank you, Dean!

JACOB CLARKE – RESPECT + RESULTS

JUMBO OPERATOR, HAMLET NORTH

Thanks to Jacob for his energy and enthusiasm down the hole. He engages with and motivates the crew to achieve great things.

**WARREN WILLIAMS - RESULTS, SAFETY + RESPECT**

JUMBO OPERATOR, BLACK ROCK

Warren is a very good jumbo operator and a leader within his crew. He is very safe and gets results.

DECEMBER

**MATHEW LAMBOURNE – SAFETY, SERVICE, RESPECT + RESULTS**

NIPPER / OFFSIDER, PEAK

Mathew demonstrates a high level of initiative and problem-solving skills. He respects safety and work procedures and always keeps the work area tidy.

**DANIEL HAIN – SERVICE + RESPECT**

LOADER OPERATOR, HERA

Dan goes above and beyond and puts in 110% every day with a smile.

**LAURA SHARP – RESPECT, SERVICE + RESULTS**

SHET SYSTEMS SPECIALIST, CORPORATE

Laura is a hidden gem at the Corporate Office. She is always willing to help and share her endless knowledge. No job is ever too daunting for Laura, and her passion for the job rivals any manager.

**NATALIE WISE – RESULTS, SERVICE + RESPECT**

SHIFT SUPERVISOR, HAMLET NORTH

Nat has been a great help to the project all year. She has spent long periods of time in WA due to COVID border restrictions and has filled any overtime required and helped out in any roles needing cover. Nat is well organised and motivates all around her with her drive and positive attitude. She continues to deliver exceptional work in everything she does, and her team think she's Employee of the Year!

SAFETY SERVICE RESPECT RESULTS

CORE AWARDS

FESTIVE SEASON SAFETY CAMPAIGN

YOU DID WELL!

The Christmas and New Year period has traditionally been a time of increased incidents and injuries industry wide, as thoughts turn to holiday plans and people lose focus.

A strong focus on health and safety at PYBAR sites over the recent Christmas and New Year period, underpinned by the eight pillars in our Pathway to Zero plan, has resulted in a significant improvement in safety performance compared to previous years.

This year, PYBAR experienced **four** Total Recordable Injuries (TRIs) over the 2021 festive season compared to **22** in 2020 - an amazing improvement!

CEO, Brendan Rouse, commended everyone on their hard work and commitment to achieve this excellent result, which has permitted a vast majority of our employees to spend the festive season injury free.

"The increased focus on health and safety across PYBAR has resulted in significantly fewer employees being injured, not only over the festive season, but throughout 2020," he said.

"We don't want any of our people to be injured, and our eight pillar strategy will assist us in continuing to improve along our Pathway to Zero."



One of the new PYBAR safety signs, displaying current safety data and monthly safety topics.

NEW SAFETY SIGNAGE

Another integral part of PYBAR's Safety Transformation is our new safety awareness signage, recently rolled out across project sites. The signs allow for up-to-the-minute safety data to be displayed, alongside posters outlining a new safety topic every month.

The new signs can be easily found in prominent areas, keeping health and safety where it needs to be; at front of mind.

PYBAR SAFETY TRANSFORMATION

NINE LIFE SAVING ACTIONS

As part of PYBAR'S recently announced Safety Transformation Program, a set of Life Saving Actions has now been established.

Our Life Saving Actions are critical to providing a healthy and safe working environment for every PYBAR employee.

Rob Patterson, PYBAR's SHET Manager, said: "The Life Saving Actions have been devised to safeguard the health and safety of our people.

"They are non-negotiable and every PYBAR team member has a personal responsibility to adhere to them."

LIFE SAVING ACTIONS



1 I will use **safety devices** as they have been designed to be used



2 I will always work **under supported ground**



3 I will use and initiate **explosives** in line with site requirements



4 I will place and remove **my tag only** on and off the tagboard



5 I will arrive **fit for work**



6 I will use fall **prevention** or **protection** if there is a fall risk from one level to another



7 I will always **isolate and dissipate** energy sources before commencing work



8 I will install **bunding or barricading** as required

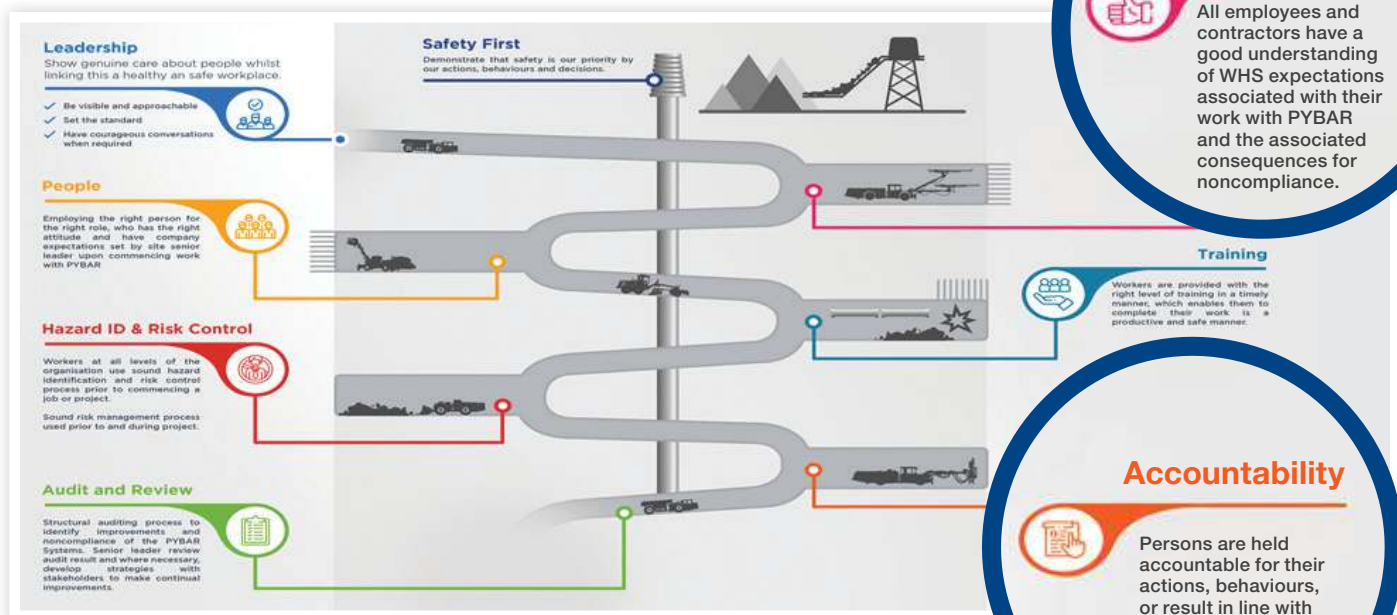


9 I will only **operate equipment** that I am trained to use

Aligned to PYBAR's Fatal Hazards and Critical Controls, the Life Saving Actions also support two of the eight pillars in our Pathway to Zero plan to improve our safety performance before June 2022; Expectations and Accountability.

Keep a look out for the new Life Saving Actions posters which will soon be rolled out to every PYBAR site, followed by Life Saving Actions training which will be delivered to PYBAR employees over the coming months.

PATHWAY TO ZERO



VALUES IN ACTION

WHAT OUR VALUES MEAN TO MICHAEL AYRES

Michael Ayres, Project Manager at Hera joined PYBAR in October and has been quick to adopt the PYBAR values, SAFETY, SERVICE, RESPECT and RESULTS. Here, he tells us what they mean to him and his project.

Michael Ayres, Project Manager, Hera.



ABOUT MICHAEL

I have been working in the underground metalliferous contracting space for the past 10 years, starting with Downer Mining at Cracow Gold Mine as a Graduate Mining Engineer. I have been lucky enough to work at several mines around Australia as well as spending three years at Palabora Copper Mine in South Africa.

When I'm not at work, I enjoy scuba diving, a hobby that has taken me to many places around Australia and even internationally.

SAFETY SERVICE RESPECT RESULTS

SAFETY

To me, SAFETY is a personal commitment to keep yourself and others safe. It is the most critical part of any culture, be it a business or a society and is a demonstration of how much we care for our employees.

It is critical that SAFETY is led from the front through positive interactions with the workforce. I believe that this is the only way to educate the workforce and to build a strong safety culture. A person who does not understand the risk or the hazard involved with a task is not going to learn from disciplinary action but from education.

SERVICE

SERVICE is what we do and what we provide for our clients, it is underpinned by our integrity to deliver the SERVICE that we have committed to deliver. I consider this to be a measure of my own integrity as the leader of a project; it is my responsibility to deliver PYBAR's SERVICES to our client.

RESPECT

I firmly believe that RESPECT is something that you must give to receive - this is a mantra that I try to instil in every project that I work on. RESPECT for the workforce helps to empower them to act safely and productively.

By respecting our clients, employees, and suppliers, it is possible to build strong relationships that will inevitably lead to outstanding results.

RESULTS

RESULTS are the fruit of our labours and the output of the preceding three values. If we get SAFETY, SERVICE and RESPECT right, then the RESULTS will come.

Our excellent RESULTS are what bring people in and our consistent commitment to SAFETY, SERVICE and RESPECT is what builds ongoing relationships with our clients.

2,000 PAY RUNS!

MEET OUR HARDWORKING PAYROLL TEAM

While every role within PYBAR is equally as vital, it has been said that Stacie Manning and Hannah Howarth have the most important jobs of all - they pay our wages!

Our hardworking payroll team, Stacie Manning – Payroll Supervisor and Hannah Howarth – Payroll Officer, achieved a significant milestone in November, when they processed the 2,000th pay run since implementation of the PayGlobal, payroll and workforce management system in 2010.

The PayGlobal system is customised to adapt to the ever-changing payroll requirements of the business and is able to manage increased capacity as PYBAR grows into the future.

Stacie has been with PYBAR since 2012, first commencing as Payroll Assistant, and quickly progressing to Payroll Supervisor in 2013. Away from work, Stacie's family is her number one priority; she has three grown-up boys and recently welcomed her first grandchild. Her other passion is travel, which has been severely limited since the global pandemic; however, she already has plans to visit Ireland and Russia as soon as international borders are reopened. **Since joining PYBAR, Stacie has processed an amazing 1,710 pay runs!**

Hannah joined PYBAR as a trainee in 2016, also quickly learning the workings of PYBAR's payroll functions before becoming Assistant Payroll Officer in 2017. **Hannah is now our Payroll Officer and has processed 1,147 pay runs since joining.** As an Orange local, you'll find Hannah walking her two Labradors outside of work hours. She also loves to travel and is looking forward to the day she can safely sail off on an international cruise again.

Stacie and Hannah work tirelessly to ensure that employee remuneration is completed accurately and on time, every time, often working outside normal business hours to make sure deadlines are met. As well as processing salaries and wages, they are responsible for taxation, superannuation and statutory compliance functions for PYBAR and subsidiary companies.

When asked about the role of payroll in the business, Stacie said that establishing the PYBAR Philippines entity when a contract was won with OceanaGold's Didipio Mine in early 2016 has been the most testing period to date.

"The vastly different tax and legal environment in the Philippines and the short time frame available created a lot of challenges; however, we rose to the occasion and learned a lot along the way. All the systems were in place and functioning in time for project start-up, which was very rewarding," Stacie said.



Stacie Manning, Payroll Supervisor.



Hannah Howarth, Payroll Officer.

PAYROLL PARTICULARS

- PayGlobal payroll and workforce management system implemented in 2010
- 2,000 pay runs processed between July 2010 and November 2020
- Over \$1 billion in salaries and wages processed during that time!
- The team has managed pay run obligations for seven PYBAR Group entities since July 2010:
 - PYBAR Mining Services
 - PYBAR Philippines
 - HMR Drilling Services
 - Diversified Minerals
 - Unity Mining
 - Henty Gold
 - Prevision



Thanks to Stacie and Hannah for doing a fantastic job!

TEAM PYBASH RIDES AGAIN, RAISING \$30K FOR KIDS IN NEED



VARIETY RESURRECTION RUN 2020 BASH

Towards the end of a year filled with event cancellations due to COVID-19, health restrictions were lifted just in time for Variety NSW/ ACT to stage an alternative charity bash in November – the Resurrection Run 2020.

In what can only be described as tough times for charities and those in need of their support, team PYBASH was delighted to answer the call to participate in the Variety NSW/ ACT Resurrection Run 2020, which was quickly organised in the short window of relaxed COVID-19 restrictions last year. Variety has been helping children who are sick, disadvantaged or who have special needs for 45 years, and PYBAR is proud to have been involved since 2008.

Team PYBASH, comprising of Captain, Paul Rouse, and his crew, Brad Rouse and Tom Rouse, and Mechanical Advisor, Jordan Ashton, set off on the Bash from Newcastle, travelling through Dubbo, Bourke, Byrock, Cobar, Mudgee and Parkes, raising funds and awareness for Variety and the invaluable work they do for disadvantaged children along the way.

Sadly, government restrictions meant that the usual school visits to deliver grants and equipment in person as well as entertain and show off the Bash cars were not possible this year. Some of the social events for the Bash entrants were also limited; however, everyone that participated enjoyed the opportunity to get out on the open road and make a difference to children and families in need.

A much smaller event than the annual Variety B2B Bash, the Resurrection Run still managed to raise over \$330,000 in much needed funds. Just under \$30,000 of this total was raised by team PYBASH - an amazing achievement!

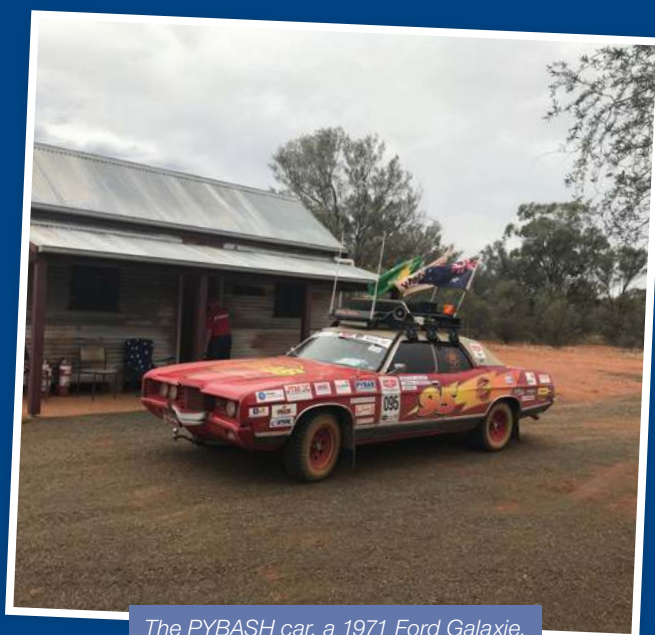
PYBASH Captain, Paul Rouse, said: "We are so grateful to our supporters who share our belief that all Australian children should be able to attain their full potential, regardless of ability or background.

"Our sponsors gave generously at a time when many businesses and individuals are doing it tough."

Plans are already underway for the PYBASH car and crew to return to the road in the Cancer Care Western NSW Cruisin' Along Trek in May and the Variety B2B Bash in August this year. We hope the world will be a much safer place by then, and that these and the many other affected charity events can continue in 2021. The Variety children need us.



(L - R) PYBASH Crew Jordan Ashton, Brad Rouse and Captain, Paul Rouse.



The PYBASH car, a 1971 Ford Galaxie.

WELCOME, PAUL CULVENOR

PYBAR'S NEW OPERATIONS IMPROVEMENT MANAGER

Following a period as PYBAR's Senior Mining Engineer – Peak Mines, Paul Culvenor has recently been named Operations Improvement Manager; a new role established to maximise value for PYBAR and our clients.

With over 10 years' experience in the underground mining industry, including time as an underground miner, project engineer, estimating and tendering engineer and commercial manager, alongside some exposure to open cut hard rock and coal mining, Paul has the know-how to unlock value-adds for PYBAR and our clients.

As well as a Bachelor of Mining Engineering (Hons) degree from UNSW, he also completed a Graduate Certificate in Commerce while working in FIFO roles in Queensland.

Paul grew up in the small town of Newstead in regional Victoria. During his high school years, he was naturally drawn to maths and science and also participated in work experience underground at Stawell Gold Mine. It was this interest, as well as having a geologist uncle that led him to study engineering.

These days, Paul lives in Brisbane with his wife and two young children where, when time permits between parenting and work commitments, he is a keen gym and crossfit enthusiast. Paul is a passionate advocate for health, nutrition and fitness, and encourages others whenever possible. The first questions he asks when arriving at a new mine site are: "is there a gym?" and "how healthy is the food?"

Paul joined PYBAR in August 2020, commencing at the Peak project in Cobar, where he spent four weeks due to border closures before returning to Queensland to complete 14 days' hotel quarantine.

He is excited about his new role as Operations Improvement Manager and is keen to gain a full understanding of each of PYBAR's projects. He has already begun to visit sites to spend time with and learn from PYBAR and client personnel. Paul will be working closely with Chief Commercial Officer, Scott Todd, and together they are looking forward to achieving some great results.

"My job is not only to ensure that PYBAR as a service provider delivers on contracted scopes of work, but also to identify opportunities for operational and business improvement," Paul said.

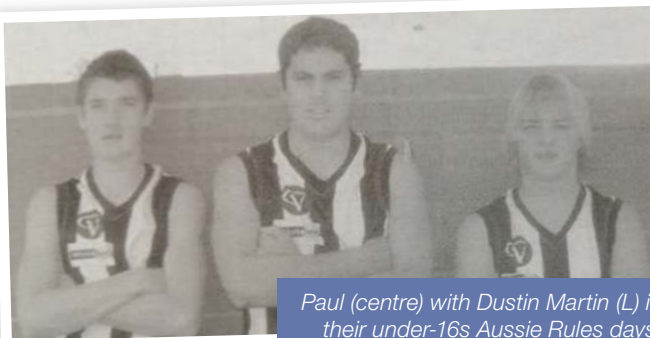
"We need to keep our clients happy AND look after our own business. It's a win-win equation – for our business to prosper, so must our clients."

In line with his passion for health and fitness, Paul has always been a competitive sportsman. In fact, his claim to fame comes from when, as an under-16s Aussie Rules captain, he beat out Richmond's Dustin Martin in the team Best and Fairest Award. Martin has recently been lauded as one of the greatest players in AFL history.

A knee injury requiring three operations and nine months in a brace spelled the end of Paul's AFL aspirations, but one wonders what might have been....perhaps football's loss has been the mining industry's gain.



Paul Culvenor, PYBAR's Operations Improvement Manager.



Paul (centre) with Dustin Martin (L) in their under-16s Aussie Rules days.



Former teammate, Richmond Tigers' Dustin Martin in more recent times.

LONG-SERVICE CELEBRATIONS

Well done and thank you to our longstanding team members celebrating their 5, 10 and even an amazing 15 year anniversary with PYBAR!

5 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
15/10/2015	Rhys Marshall	Shift Fitter	Henty
09/11/2015	Joseph Taylor	Jumbo Operator	Henty
23/11/2015	Peter Mathews	Storeperson	Cadia
21/12/2015	Kelly Hillsley	Storeperson	Cadia
28/12/2015	Shane Davis	Jumbo Operator	Hamlet North
29/12/2015	Michael Long	ICT Support Engineer	Corporate Office
11/01/2016	Sally Dye	Systems Administrator	Corporate Office
26/01/2016	Shane Smith	Shift Supervisor	Dargues
09/02/2016	Roger Stephenson	Driller	Peak
23/02/2016	David Ogilvie	Shift Supervisor	Black Rock

10 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
25/10/2010	Garth Arden	Loader Operator	Cadia
01/11/2010	Scott Weekes	Cabolt Operator	Peak
29/11/2010	Howard Harris	General Operator	Cadia
13/12/2010	Matt Downer	Supply Superintendent	Corporate Office
08/02/2011	Rhiannon Nowlan	Operations Administrator	Corporate Office
21/02/2011	Brad Rouse	Business Development & Services Manager	Corporate Office

15 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
20/02/2006	Troy Martyn	Shotcreter	Hera

5 YEARS 10 YEARS 15 YEARS 5 YEARS 10 YEARS 15 YEARS



15 INCREDIBLE YEARS WITH TROY MARTYN

Troy Martyn has clocked up an amazing 15 years of service with PYBAR! Congratulations, Troy!

Troy joined PYBAR at Northparkes as a General Operator back in 2006. Since then, he has gained experience with service crews, agis, trucks and shotcreting across Tritton, Mineral Hill, CSA and Hera projects.

Troy's workmates will all tell you that he is well-liked and is great for morale on site. He has a cheery, positive attitude and will always put his hand up to help with overtime or to assist other crews.

Thank you, Troy, for your 15 years of dedicated service! This is an amazing commitment to the PYBAR family and we have loved having you as a part of the team.



MATT DOWNER'S 10 YEARS CELEBRATION

Congratulations to Matt Downer on 10 years of dedicated service with PYBAR!

Matt was 17 years young when he commenced his traineeship with PYBAR in 2010 as a Junior Supply Administrator. Now, Matt is our Supply Superintendent and has been an integral part of our Supply team's development over the past decade.

Matt is an enthusiastic and dedicated professional who is well respected amongst his peers. Matt also recently celebrated the birth of his first child. Congratulations on your achievement, Matt - it's an outstanding commitment and we thank you for your hard work.



GARTH ARDEN - 10 YEARS AT PYBAR!

Congratulations to Garth Arden who has reached his 10 years' service with PYBAR!

Garth is currently a Loader Operator at Cadia, where he has worked for the duration of his employment with PYBAR. Over the last 10 years, he has held various positions and is a well-respected team member. With his great positive attitude and outstanding commitment, we congratulate Garth on 10 years of service. Well done!



SCOTT WEEKES 10 YEARS SERVICE WITH PYBAR!

Congratulations to Scott Weekes on achieving 10 years of service with PYBAR!

Having worked at Cadia across various positions for most of his tenure, Scott recently transferred to our Peak project and is currently working in a Cabolt Operator position. Scott has a hard-working nature, a fantastic attitude and can-do approach towards all his work.

Congratulations on your achievement, Scott and thank you for all your efforts!

10 YEARS OF SERVICE FOR RHIANNON NOWLAN!



Well done, Rhiannon on hitting your 10 year milestone.

Rhiannon has held numerous positions over her decade with the business, including her current role of Operations Administrator. She has always demonstrated a focus on making sure tasks get done on time and in the correct way, all with a positive attitude and friendly demeanour.

Whether on site supporting a project and its team, in the Corporate Office training new admins or as executive support, Rhiannon is a tireless worker who always goes that extra step to ensure that everything is running smoothly. It doesn't matter what time of the day, Rhiannon will always jump to the task with a speed and efficiency that is exhausting to mere mortals. She doesn't stop until the job is done, typifying the PYBAR value of SERVICE. She also demonstrates our key value of RESPECT, as she always makes time with new admins and staff to support them and ensure they know how to do the job to best practice.

We'd like to thank Rhiannon for her commitment, diligence and upbeat pleasant attitude over the last 10 years and look forward to her support across the business in the future.

BRAD ROUSE CELEBRATES 10 YEARS OF SERVICE!



Congratulations to Brad Rouse who has reached his 10 years' service with PYBAR!

Since coming across from one of PYBAR's early businesses, Prevision, Brad has carried out a variety of roles. Common to all these roles, is his dedication and focus on achieving positive outcomes for our clients and our business at large. Whether facilitating an innovative cablebolting campaign at Cadia, working with our Raise Bore team to ensure we are aligned with our clients' expectations, or interviewing and selecting personnel who embody the PYBAR values, Brad is consistently striving to work collaboratively with our people and our clients.

Brad typifies the PYBAR ethos of "what matters to our clients matters to me". He is now putting this drive and enthusiasm into his new role of Business Development and Services Manager, reaching out to new and existing clients and opportunities, not only for PYBAR, but across our Group companies as well.

We'd like to personally thank Brad for all his dedication, hard work and infectious positive attitude over the last 10 years and look forward to what he will achieve for our business in the future.

DO YOU HAVE AN INTERESTING PHOTO OR A STORY TO SHARE?

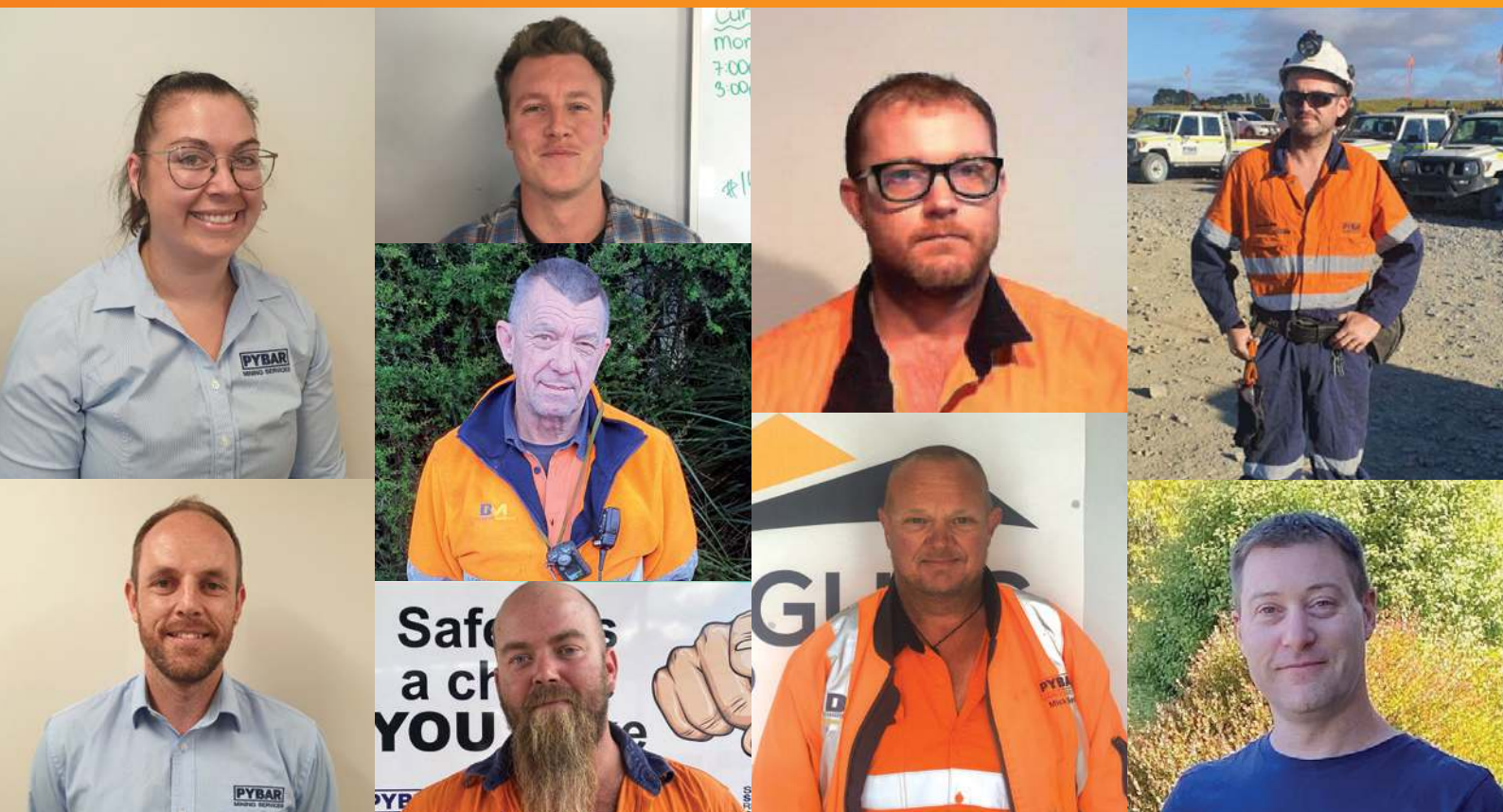


Email your photo and a short submission to: editor@pybar.com.au

Note: photos must be taken off site or in permitted areas.

OTHER





CORPORATE OFFICE

1668 - 1670 Forest Road
PO Box 2154
Orange NSW 2800

PERTH

50 Boulder Road
Malaga WA 6090

P 02 6361 6400

SYDNEY

Suite 1, Level 10
56 Pitt Street
Sydney NSW 2000

KALGOORLIE

23 Broadwood Street
Kalgoorlie WA 6430

E pybar@pybar.com.au