

# NEWSLETTER

**PYBAR**  
MINING SERVICES

ISSUE 26 / AUTUMN 2022



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PYBAR JOINS WITH MASTERMYNE

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EMPLOYEE OF THE YEAR

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MEET OUR OPERATIONAL  
LEADERSHIP TEAM

SETTING THE STANDARD

## WHAT'S NEW



## EMPLOYEE OF THE YEAR FINALISTS

Get to know our 10 finalists for the 2021 Employee of the Year Award.

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## 10,000 METRES MINED AT DARGUES

Dargues celebrates a milestone of metres safely mined.

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## AUSIMM STUDENT MEETS INDUSTRY NIGHT

Meeting the next generation of mining professionals.

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On the cover: The acquisition of PYBAR Mining Services by Mastermyne, to form Metarock Group Limited.

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# A MESSAGE FROM OUR CEO

**PYBAR is off to a great start in 2022 as we begin our first year as part of the Metarock Group, celebrate the achievements of our people with the announcement of the 2021 Employee of the Year Awards late last year, and look forward to building on the PYBAR tradition of delivering the best possible service and outcomes to our clients and employees with some key appointments to our operational leadership team.**

## **PYBAR Joins the Metarock Group**

These are exciting times, with PYBAR joining with ASX-listed Mastermyne in November to create the larger, more diverse Metarock Group. The transition has been made smooth by the shared culture of safety, productivity and operational excellence of the two businesses.

The scale of the combined group will open up access to capital, new expertise and opportunities while maintaining the "PYBAR family" and client focused culture that has rightfully earned us the respect of the industry over the past 28 years.

## **Employee of the Year 2021**

The "PYBAR family" is celebrated in this issue with the story on the Employee of the Year winner and place getters for 2021. Courtney Hembrow, Bruce Moore and Drew Apps are standout examples of the strong PYBAR team culture and commitment to our values of SAFETY, SERVICE, RESPECT and RESULTS.

Congratulations to all the nominees and finalists for 2021 on your well-deserved recognition by your peers.

## **Operational Leadership Team**

We were very pleased to recently welcome some talented people to our operational leadership team. Welcome James Glover, Andrew Grivas and John Sheehan.

Each new team member is skilled, professional and highly regarded across the underground mining industry and set to support and lead PYBAR's operations forward at an exciting time for the business.

## **The Year Ahead**

2022 is shaping up to be a monumental year for us, with new opportunities across the country in mining services, labour hire and raise boring. We have a strong team in place at all levels of the company and with the support of the wider Metarock Group, it promises to be a year to remember!

Regards,

**Nick Woolrych - CEO**

# SAFETY SERVICE RESPECT RESULTS

# PYBAR MINING SERVICES JOINS WITH MASTERMYNE

## COMBINED GROUP RENAMED METAROCK

The news in September 2021 that PYBAR Mining Services Pty Ltd was to be acquired by the ASX-listed Metarock Group (ASX:MYE) (formerly Mastermyne) has been met with broad approval by shareholders, clients and employees of both companies and the wider mining industry.

Both PYBAR and Mastermyne have proud foundations and long histories in delivering high quality, safe and productive work, made possible by creating cultures that value people and safety, respect and quality results. These values will continue and grow within the new combined Group structure.

Shareholder approval for the joining of the two businesses was granted in early November, with the transaction completed on 5 November 2021, roughly doubling the size of the Group. Shareholders also approved a name change of the parent company to Metarock to reflect the wider Group's diverse client commodity base. PYBAR Mining Services and Mastermyne will each maintain their own strong operating identities within the hard rock and coal mining spaces, respectively, with the benefit of an ASX-listed Group parent company.

### About Mastermyne

Mastermyne is a coal contracting business, founded in Mackay, Queensland, in 1996 by two mates, Andrew Watts and Darren Hamblin. Mastermyne became a public company in 2010 and has grown over the years to deliver a broad scope of contractor services to tier 1 coal mine operators and niche coal asset owners throughout Queensland and New South Wales.

Mastermyne has long maintained a reputation within the coal sector of reliably demonstrating an ability to deliver and has grown to become the largest contractor in the underground coal sector. The great majority of its business, approximately 95%, is in metallurgical coal required for steel making, rather than power production which uses thermal coal.

### Background to the Transaction

It has long been a strategy of Mastermyne to diversify into base metals to increase the business' resilience to the ups-and-downs of the coal cycle. The service scope, size and culture of the PYBAR business is highly complementary and there are strong opportunities for cross servicing across respective sectors and to collaborate and learn from each other's organisations.

The approach from Mastermyne came at the right time for PYBAR's shareholders who were keen to grow the business and saw the transaction as an ideal opportunity to join with a company with similar values and culture, while remaining involved as shareholders. Paul Rouse, founding PYBAR Director, will now take a place on the Metarock Board as Non-Executive Director, where he will play a major role in guiding the future of the combined business.

The scale of the combined Group will afford access to capital and new expertise across the business, while maintaining the "PYBAR family" and client focused culture for which we are recognised and respected.

### Benefits of the Integration

This is an exciting opportunity for existing PYBAR employees. Being part of an ASX-listed company that has multiple business units with similar underground mining operations, values and growth ambitions, offers attractive career and professional development opportunities for all our employees. We will be able to transfer ideas and expertise across the business, including being able to deploy people for the mutual benefit of employees wishing to develop their careers and the company.

### The Future

The joining of the two companies to form the Metarock Group provides stability and opportunity for PYBAR's existing employees, clients and business partners.

Being ASX-listed will allow for more capital investment to support the strong growth plans we have, and the joint capabilities of Mastermyne and PYBAR will create a larger and more diverse mining services business, with a wider service offering to the industry.

PYBAR will continue to operate as a separate legal entity under the PYBAR name that is respected across the industry. The same PYBAR culture, values, leadership and way of doing business will remain and grow into the bright future we see ahead.

(L-R) Scott Goodyer – Leading Hand, Ed Lewis – Maintenance Foreman, Col Bloomfield – Non-Executive Chairman, Andrew Watts – Non-Executive Director, Sean White – Project Manager, Brad Rouse – Business Development and Services Manager, Darryn Cotter – Shift Fitter and Scott Todd.







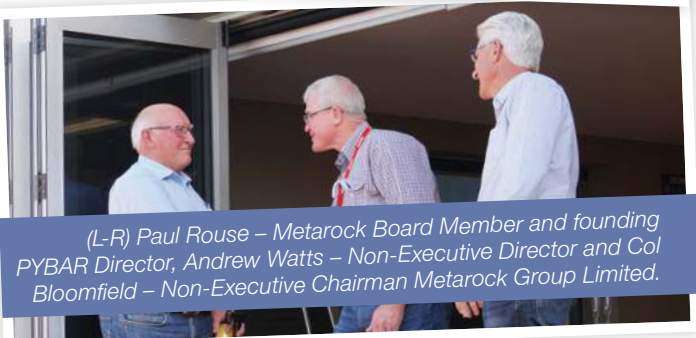
## PYBAR Welcomes Metarock Group Board Members

Col Bloomfield, Metarock Non-Executive Chairman, and Andrew Watts, Non-Executive Director, recently marked PYBAR Mining Services joining the ASX-listed Metarock Group with a visit to PYBAR's operations in Orange.

Newly appointed Metarock Board Member and founding PYBAR Director, Paul Rouse, and PYBAR CEO, Nick Woolrych, welcomed Col and Andrew to Orange where they met with PYBAR team members at the Corporate Office. They also visited a major regional NSW mine where they joined a guided tour of one of PYBAR's projects with Brad Rouse, Business Development and Services Manager, Sean White, Project Manager, and the site team.

We're all excited about what the future holds for PYBAR, our employees and broader partners as part of the Metarock Group.

(L-R) Andrew Watts – Non-Executive Director, Col Bloomfield – Non-Executive Chairman, Sean White – Project Manager, Nick Woolrych – Chief Executive Officer and Brad Rouse – Business Development and Services Manager.



(L-R) Paul Rouse – Metarock Board Member and founding PYBAR Director, Andrew Watts – Non-Executive Director and Col Bloomfield – Non-Executive Chairman Metarock Group Limited.

# TENDER UPDATE

## PROJECTS WON TO JANUARY 2022

### QLD

**FMR Investments, Eloise Copper**

**Mine:** Raise bore escapeway – project completed

**Glencore, George Fisher Mine:**

Provision of truck and loader fleet for 6 months

Raise boring and shaft lining, one surface shaft and five underground shafts

**Glencore, Mount Isa Mines:**

MICO production drilling – 14-month contract consisting of:

- Two Sandvik DL421-15C drills
- 15,000m per month
- Eight production drillers
- Two drill fitters
- Additional support from our existing team at Black Rock
- An opportunity to further grow our existing relationship with one of our long-term, valued clients

### WA

**St Barbara, Gwalia:** Extension to our current development and rehab scope for 12 months

### SA

**Hillgrove Resources, Kanmantoo:**

Scope includes:

- Development of the first 500m of the Kavanagh portal
- Innovation project working alongside Komatsu, trialling the MC51 continuous miner to cut the decline. The trial will look to reduce blasting processes to improve safety, while also reducing wastage. It's a great opportunity to be involved with this continuous mining technology, which has the potential to revolutionise the mining industry
- Five months' ground support installation, including Sandvik jumbo, jumbo operators and shift fitters

### NSW

Raise boring three x 5m vent shafts, five x 1.1m diameter escapeways

**Newcrest Mining Limited,**

**Cadia Valley Operations:** Raise bore service holes

**Malabar Resources Limited,**
**Maxwell Underground Project:**

Executed a Letter of Intent ("LOI") to become the preferred contractor for the Maxwell underground project access drifts in the Hunter Valley

*Thank you to our PYBAR team members who worked hard to prepare tenders for these projects and helped to secure these contracts.*



# EMPLOYEE OF THE YEAR 2021

## CONGRATULATIONS COURTNEY, BRUCE AND DREW!

Another great year of PYBAR's CORE Awards program has culminated in the announcement of Courtney Hembrow as PYBAR's Employee of the Year, with Bruce Moore taking out second place and Drew Apps coming in at third place.

Throughout the ongoing and ever-changing difficulties of the global pandemic, PYBAR's employees have continued to rise to the challenge and get the job done.

We are truly fortunate to have so many amazing employees worthy of CORE Awards nominations by their workmates throughout the year. Standouts among them are our deserving Employee of the Year winner for 2021, Courtney Hembrow, and placegetters, Bruce Moore and Drew Apps, who demonstrate the PYBAR values – SAFETY, SERVICE, RESPECT and RESULTS, day in, day out.

## THE WINNER! CONGRATULATIONS, COURTNEY HEMBROW



**Courtney is a cable bolt operator at PYBAR's Thalanga project, where she has worked since joining PYBAR in 2019.**

It's hard to believe that Courtney has been involved in the mining industry for only a few short years. Initially starting as a truck operator, then moving onto service crew before becoming a proficient cable bolt operator, Courtney's ability, initiative, attitude and desire to make a positive contribution to the project make her a highly valued team member. She strives to achieve to the highest standards and demonstrates all four PYBAR values, SAFETY, SERVICE, RESPECT and RESULTS, in everything she does.

We caught up with Courtney to learn a bit more about her life story so far.

## Q&A WITH COURTNEY

### WHERE DID YOU GROW UP?

I grew up on Myola Station, a 64,000 acre cattle property, north west of Charters Towers, Queensland.

### WHAT TYPE OF ROLES HAVE YOU HAD IN THE PAST?

When I graduated from high school, I went home to work on the property for eight years. I also did a six-month stint strapping for a top campdrafter.

### TELL US ABOUT YOUR LIFE OUTSIDE OF WORK

I bought my own house in Charters Towers last year and live with my two dogs. I enjoy going fishing, water skiing, camping and drinking beers with the boys. I also enjoy going home to the cattle property to help out mustering.

### WHAT MOTIVATES YOU?

I have always been a person who wants to be the best I can be at whatever it is I am doing. I thrive off self-mastery and growth and am just a genuinely happy and motivated person.

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

I enjoy working at Thalanga because the crews are tight-knit and you really feel like part of the family. Everyone is hard working and always willing to help each other out. There is never a dull shift, and I honestly love going to work to see my work mates. I enjoy the physical aspect of being a cable bolt operator, keeping fit, lifting cement bags. I am also very grateful for the opportunity of getting on a drill as it has helped me grow as an underground miner and has definitely taught me many new skills. I love that it can be challenging, drilling in some of the ground conditions.

### WHICH PYBAR VALUE MEANS THE MOST TO YOU AND WHY?

Every PYBAR value has its own significance, and all mean a lot and play an important part in the work environment, but the value that means the most to me is RESULTS.

Exceeding expectations by doing more with less to me means so much because, in my mind, it all starts with being motivated to go to work every day with a positive attitude. With this, a clear mindset is formed, and every task is viewed as an opportunity to go above and beyond expectations. A positive attitude can also spread amongst work mates and help achieve results.

### WHAT IS YOUR PROUDEST ACCOMPLISHMENT?

My proudest accomplishment is where my life is currently situated. I have worked hard and have enjoyed working hard to get to where I am now. I have my own house, have a job I love, and am living a happy, stress-free life and to top it off, I have met some amazing people along the way.

# WELL DONE TO BRUCE MOORE, IN SECOND PLACE



Bruce Moore, second place in PYBAR's Employee of the Year Awards for 2021, pictured after winning the Dubbo Stampede Wheelchair Race.

## Bruce Moore is PYBAR's Maintenance Superintendent, based in Orange.

Bruce joined PYBAR in 2013 and since that time has thrown everything into his role, learning all there is to know about PYBAR's fleet maintenance systems and implementing many improvements while sharing his vast knowledge to better serve our projects' needs. Bruce is highly productive and respected by all who know him, and it's no surprise that he featured as a finalist in the Employee of the Year Awards for 2021.

Bruce is a quiet achiever; so, here we get to know him a little better.

## Q&A WITH BRUCE

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

I grew up in Donald in Central Victoria. On completion of year 12 I moved to Geelong and completed my apprenticeship in a motorcycle shop. I then moved to Kambalda and started as an underground fitter. From there, I moved up through leading hand, maintenance supervisor then to maintenance superintendent on site. During that time I worked in WA, SA, VIC, QLD, NSW and did a short stint in Indonesia, before starting with PYBAR as drill division maintenance foreman. I'm now maintenance superintendent.

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

I'd be in the desert, driving a trophy truck or in America racing Top Fuel dragsters.

### TELL US ABOUT YOUR LIFE OUTSIDE OF WORK

Spending time with family with two teenagers still at home and a very needy and spoilt dog. I do a bit of handcycling, which being so cold here a lot of the time is inside on the trainer. Over the past couple of years, I've spent numerous hours sanding furniture for our side hustle.

### WHAT MOTIVATES YOU?

Work wise, probably to prove the point that someone in a wheelchair can add value.

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

Being able to work remotely and being able to assist others. There is never any lack of tasks to be completed, so time flies.

### WHICH PYBAR VALUE MEANS THE MOST TO YOU AND WHY?

SAFETY! Because everyone should go home at the end of the day in one piece.

### DO YOU HAVE A NICKNAME, WHAT IS IT AND HOW DID YOU GET IT?

I've had Bruiser, an obvious one from my first name. Also, Rompa, from having the skinhead look going on in the late '90s.

### WHAT IS YOUR FAVOURITE MOVIE OR BOOK AND WHY?

Pulp Fiction for the craziness and the cool quotes by Samuel L. Jackson.

### WHO WOULD PLAY YOU IN THE MOVIE OF THE STORY OF YOUR LIFE?

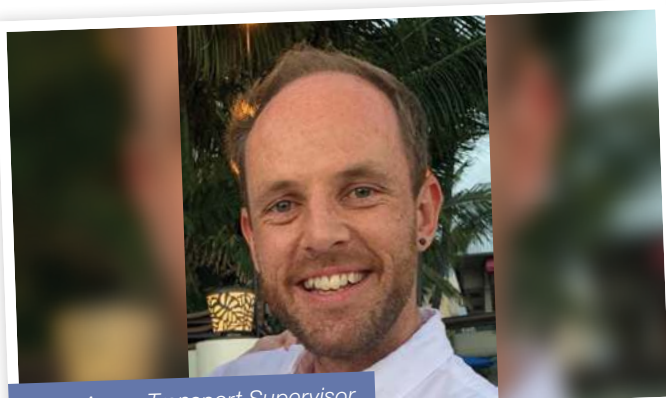
My kids would say Shrek.

### WHAT IS YOUR PROUDEST ACCOMPLISHMENT?

To be out of hospital and rehab after a life changing accident in four months after being told I could be there for 12.



# CONGRATULATIONS TO THIRD PLACE GETTER, DREW APPS



Drew Apps, Transport Supervisor.

**Drew, Transport Supervisor based in the Orange Corporate Office, has featured in the Employee of the Year Awards two years running.**

Drew Apps has again been recognised in the Employee of the Year Awards, taking out third place for 2021 and runner up for 2020. He continues to demonstrate each of the PYBAR values in everything he does and is a highly valued member of the team.



## 2021 EMPLOYEE OF THE YEAR PRIZE PACKS

***Thank you to everyone who took the time to nominate your deserving colleagues and congratulations to our 10 finalists and all the monthly winners.***

***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
  - Engraved trophy
  - Framed certificate
- Name engraved on the Employee of the Year plaque at the Corporate Office

### SECOND PLACE

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

### THIRD PLACE

- \$250 PERKS credit
- Engraved trophy
- Framed certificate

## Q&A WITH DREW

### WHICH PYBAR VALUE MEANS THE MOST TO YOU AND WHY?

RESPECT. I've always found you receive the respect you give. Whether it be within the company or with suppliers or clients, it's the easiest way to build a relationship and get the job done.

### TELL US ABOUT SOME OF THE HIGHLIGHTS OF YOUR PAST YEAR AT PYBAR?

The RB50 raise bore demobilisation from Didipio Mine in the Philippines is a standout. With COVID restrictions in the Philippines, shipping lane congestion and further COVID restrictions in Australia, this proved to be one of the hardest projects I've undertaken, and completing it was definitely a highlight.

Also, even though the Hera contract completion was the end of an era, working on the demob with the team on site was another highlight. The team worked together really well, and I believe we got the best result for the client and PYBAR finishing that project.

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

With PYBAR being a national company, you get to work on projects all over the country. The personal career development due to this is massive. The diverse nature of the role keeps it fresh. Each project comes with its own characteristics and challenges, not a cut and paste from the last project. This ensures every day is new, so it doesn't get stale.

### DO YOU HAVE A NICKNAME, WHAT IS IT AND HOW DID YOU GET IT?

Pretty imaginative but I get Drubby - it kind of just evolved over time.

### WHAT IS YOUR FAVOURITE MOVIE OR BOOK AND WHY?

I really enjoy the Back to the Future trilogy. It's just an awesome story line that is enjoyable by everyone on different levels. Apart from that, I am a very big Marvel Universe fan!

### WHO WOULD PLAY YOU IN THE MOVIE OF THE STORY OF YOUR LIFE?

As I'm the most sarcastic person and 'slightly' immature when I can get away with it, Ryan Reynolds.

### IF YOU COULD TAKE ONLY THREE ITEMS TO A DESERTED ISLAND, WHAT WOULD YOU TAKE?

Soccer ball, coffee machine and can I say my dog even though he isn't an item? If I couldn't get away with him, the third would have to be a motorbike.

### WHAT MOTIVATES YOU?

I'm pretty self-motivating but the biggest thing is making a positive contribution. To put a plan together and problem solve all the issues and have it run as designed is fulfilling. Working with energised people to achieve this is also very motivating.

### WHAT IS YOUR PROUDEST ACCOMPLISHMENT?

Tough question, but I'm not finished yet!!

# 2021 EMPLOYEE OF THE YEAR FINALISTS

## CONGRATULATIONS TO OUR 10 CORE AWARD FINALISTS FOR 2021

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.

**10 FINALISTS... ONE THIRD PLACE... ONE SECOND PLACE... AND... ONE VERY DESERVING WINNER!**



### BRUCE MOORE

**MAINTENANCE SUPERINTENDENT, CORPORATE OFFICE**

**Joined:** 2013

Bruce is highly productive, knowledgeable and the cog that keeps the maintenance machine turning. He shares his vast knowledge and makes life easier for the site teams. He has helped to implement many improvements across the business, including working with the supply department to build better parts lists and identification practices.



### DREW APPS

**TRANSPORT SUPERVISOR, CORPORATE OFFICE**

**Joined:** 2017

Runner up in 2020, Drew has again been recognised for his outstanding contribution to not only the supply department, but the whole business. He has a wide network in the transport industry and a great reputation built by his strong work ethic and reliability. He is positive and energetic, gets things done efficiently and makes himself available around the clock to ensure our projects get the support they need.

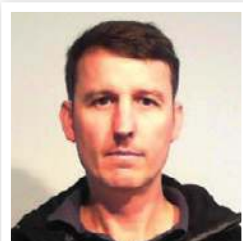


### DARRYL BECK

**RAISE BORE SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION, CARRAPATEENA**

**Joined:** 2019

Darryl is a multi-skilled raise bore specialist whose quality of work is second to none. He goes out of his way to share his outstanding knowledge by mentoring and training his team. He plans ahead to improve the overall results of the project, and is dedicated, hardworking and exceeds expectations.

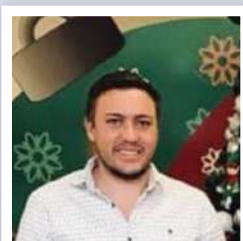


### MARK DRINKWATER

**SERVICE CREW, PEAK**

**Joined:** 2020

When colleagues frequently request to work with a team member, you know they are an employee who exemplifies the PYBAR values. Everything Mark does is done to a high level of professionalism and he willingly takes on any task, including overtime to fill absent roles to get the job done. He has been working in multiple roles as nipper, service crew and charge up, starting earlier to conduct re-entries and finishing later to assist and learn blasting techniques so he could obtain his BEUL shotfirer ticket, all while also fulfilling his normal duties.



### JACOB BRADY

**SHIFT SUPERVISOR, CADIA EAST DECLINE**

**Joined:** 2021

While Jacob has been with PYBAR for only a short time, he is exactly the calibre of employee that demonstrates each of the PYBAR values. He leads by example and holds himself and his crew to a high standard of professionalism, safety and productivity. He takes the time to train new starters and fosters strong relationships with site, corporate and client personnel, treating everyone he encounters with the same unwavering respect.





## BENJAMIN PRIOR

**LIGHT VEHICLE FITTER, THALANGA**

**Joined:** 2018

Ben is a role model to his colleagues and is a pleasure to have on the team. As well as exceeding in his light vehicle fitter role by ensuring that the site's LVs are maintained to a high standard, Ben proactively volunteers his time to take on additional tasks to improve the site, such as installing the new cap lamp stations and TVs in the muster room and assisting to move containers to increase safety and access to vehicle parking areas. He ensures that parts used are booked out correctly and assists store personnel to rectify any discrepancies, contributing to the high availability of our fleet on site.



## IAN (GEORGE) WRITER

**CHARGE UP OPERATOR, DARGUES**

**Joined:** 2019

Being one of the more experienced underground miners at Dargues, George has taken on the role of developing the careers of his less experienced colleagues with pride, training them in development and production, charging and shotcreting. His positive attitude and the high safety and work standards he sets rub off on his crew and have earned him the respect of his peers and supervisors.



## BEAU CORCORAN

**JUMBO OPERATOR, ELOISE**

**Joined:** 2020

Beau is valued by everyone at Eloise and has received multiple CORE Award nominations for his high standards and positive attitude. His abilities and initiative have seen him quickly upskill to jumbo operator and he can always be relied upon to get any job done safely and efficiently. He is continuously productive and is helpful and flexible, changing crews, rosters or coming in for overtime without hesitation.



## COURTNEY HEMBROW

**CABLE BOLT OPERATOR, THALANGA**

**Joined:** 2019

Courtney is a pleasure to have as part of the team. She is an overachiever, and even though she is relatively new to mining, has shown that no task is out of her reach. Everything she does is done safely and to the highest standard. She is always looking ahead and planning the next step to ensure there are minimal delays and the next task is set up and ready to go. Her initiative, ability and positive, helpful nature make her an ideal CORE Awards nominee.



## DAVID PARKER

**MAINTENANCE FOREMAN, HERA**

**Joined:** 2013

David earned himself the reputation for being the most reliable employee at Hera by leading and mentoring from the front. He is proactive in sorting out issues before they arise, is committed to safety and is very professional in his approach. Recently, David spent five months on site due to COVID lockdowns, filling his own role and covering others without complaint. This type of personal sacrifice ensures continuity of our operations during challenging times.



**PYBAR Employee of the Year finalists for 2021 received a framed certificate in recognition of their achievement.**

**The PYBAR Employee of the Year first, second and third places were selected from these finalists by a panel against a set 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](https://pybar.rewardgateway.com.au)**

# CORE AWARDS

**SAFETY  
SERVICE  
RESPECT  
RESULTS**

## RECOGNISING OUR WINNERS FROM DECEMBER TO FEBRUARY

Congratulations to the monthly CORE Award winners from December 2021 to February 2022. Please remember to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate your teammates each month!

### DECEMBER



**ALISTAIR WILLIAMSON – SAFETY + SERVICE**  
JUMBO OPERATOR, THALANGA

Alistair sets a high standard of housekeeping around work areas and makes sure other team members understand the importance of a clean, tidy and safe site.



**IAN STOECKEL – SERVICE + RESPECT**

MAINTENANCE SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION

Ian has always been of great service to PYBAR, especially when asked to do extra shifts to cover at short notice. Thanks, Ian!

**KANE DIVALL – SERVICE + RESPECT**

SUPPLY ADMINISTRATOR, CORPORATE

Kane is highly regarded across the business for his strong work ethic. He is always available to help and eager to assist our projects to overcome any hurdle, no matter the issue.



**BRENDAN PIKE-LONGLEY – RESPECT + SERVICE**

TRUCK OPERATOR, CADIA VALLEY OPERATIONS

Thanks to Brendan for ensuring new employees and co-workers get their timesheets submitted correctly and on time for the payroll team.

**MICK WAKEFORD - RESPECT**

JUMBO OPERATOR, ELOISE

Mick was nominated for always looking out for other people and checking in on them to see how they're going.



**COLBY BOLAND – RESULTS + SERVICE**

SERVICE CREW, PEAK

Whether working alone or part of a team, Colby proactively gets the job done to a high standard.

**DYLAN SMITH – RESULTS + SERVICE**

GENERAL OPERATOR, DARGUES

Dylan sets the standard for bogging at Dargues. Other crews use the high quality of his workmanship and pride in his work as the target to aim for.

**KRIS READER – RESULTS, SERVICE + RESPECT**

JUMBO OPERATOR, CADIA EAST DECLINE

Kris is happy to take new starters under his wing. He shows the way to do the job to the highest standard and is an innovator, always coming up with ideas for improvement.

### JANUARY



**MICHAEL JONES – SAFETY + SERVICE**

SERVICE CREW, PEAK

Leading by example, Michael has an exceptional attitude to safety and attendance and recently stepped up to fill a supervisory role.

**IAN ELLIS – SAFETY + SERVICE**

SERVICE CREW, BLACK ROCK

With a positive attitude toward any task asked of him, Ian takes the time to think things through to ensure the job is done in a safe and efficient manner.

**GARY GERMAN – SAFETY + RESPECT**

SHIFT SUPERVISOR, ELOISE

Gary always has safety at the top of his priorities. He will also step in at any time to ensure his team members are able to take a break.



**CALUMN MACLEAN – SERVICE**

RAISE BORE SERVICE TECHNICIAN, RAISE BORE &amp; SHAFT LINING DIVISION

Calumn displayed dedication and persistence in trying to get a rig operating to optimum performance. It wasn't easy, but he wasn't willing to let it get the better of him. He is also willing to be flexible with his roster in order to keep operations ticking along at site. Thank you, Calumn!

**YASMIN BATEMAN – SERVICE**

SITE ADMINISTRATOR, CORPORATE

Thanks, Yasmin, for tirelessly working to keep the Gwalia project running and up to date during these trying times.

**WAYNE ANDERSON – RESPECT**

LOADER OPERATOR, THALANGA

Wayne has been recognised for welcoming new employees and making them feel part of the team. He shares his knowledge and skills and makes the transition into the workplace a pleasant experience for new starters.

**ROBERT COFF – RESULTS, SERVICE + RESPECT**

SHIFT SUPERVISOR, CADIA EAST DECLINE

Rob leads from the front and inspires his team to deliver results every shift. He is the crown pillar to his crew, and his experience and forward planning ensure the project is performed to a high standard.

**PETER GRANT – RESULTS, SERVICE + RESPECT**

MAINTENANCE FOREMAN, CORPORATE

PJ was instrumental in keeping the Hera demobilisation on schedule and his assistance in packing up the site was invaluable. Without his help, things would not have gone as smoothly as they did.

**FEBRUARY****DAVID MACHIN – SAFETY, SERVICE, RESPECT + RESULTS**

LOADER OPERATOR, BLACK ROCK

Dave is a great worker who displays all the PYBAR values; SAFETY, SERVICE, RESPECT and RESULTS. He did a fantastic job on the return air fan bulkhead.

**NATHAN STEELE – SERVICE + RESPECT**

LEADING HAND FITTER, ELOISE

Thanks, Nathan, for your commitment to helping others when they need a hand, and for the thoroughness of your workmanship.

**DREW MADDEN – SERVICE + RESPECT**

CHARGE UP OPERATOR, CADIA EAST DECLINE

Drew constantly delivers a high work standard, going above and beyond his normal duties to develop his skills. He always puts his hand up for overtime, and volunteers for the jobs that others would rather not do. Thank you, Drew!

**KIERAN THOMASSON – RESPECT + SERVICE**

SERVICE CREW, THALANGA

Kieran takes pride not only in his own underground work areas, but also the surface, where he washed up and cleaned up the crib room without being asked. He is a great team player who shows respect for his workmates and environment.

**SCOTT CHADWICK – RESULTS, SERVICE + RESPECT**

STOREPERSON, PEAK

Scott went above and beyond to ensure compliance was achieved on a chemical audit, not only completing the relevant sections of the audit for the store, but also for the mining and maintenance sections - all while carrying out his normal duties at a busy time. Much appreciated, Scott!

# SAFETY SERVICE RESPECT RESULTS

# CORE AWARDS

# VALUES IN ACTION

## WHAT OUR VALUES MEAN TO MATT DOWNER

Matt Downer, based at PYBAR's Corporate Office in Orange, started with PYBAR 11 years ago as a trainee in the supply department. Now PYBAR's Supply Superintendent and member of the PYBAR Senior Leadership Team, Matt is responsible for PYBAR's end-to-end supply chain. Matt explains how the PYBAR values underpin the way he operates; not just in business, but in everyday life.

### ABOUT MATT

In my role as Supply Superintendent, I'm responsible for managing PYBAR's end-to-end supply chain. This encompasses everything from initial supplier selection, negotiation and purchase, through to final delivery and storage on site. The supply team and I also look after the site warehousing processes to maintain inventory on site. As a part of this, we provide operational support as required, including training, leave coverage and stocktakes.

My focus is on maximising the value the business receives through facilitating competitive agreements with our suppliers that deliver cost savings and benefits to our operations.

There's a fair chance that for many of the everyday items in front of you, whether it be in our sites or offices, the supply team helped get it there!

Outside of work, I've got a lovely wife and a crazy little one year old who's growing by the second and keeping us very busy. I love my sport, my pick being soccer, which I attempt to play during the winter. I've also been trying to get into this running thing recently, which is going well so far, but unfortunately it just never seems to get easier!

### SAFETY

SAFETY is and needs to be front of mind in everything we do. Everyone has a right to go home safe at the end of their work day, and I think it's great that it's such a massive focal point for the business.

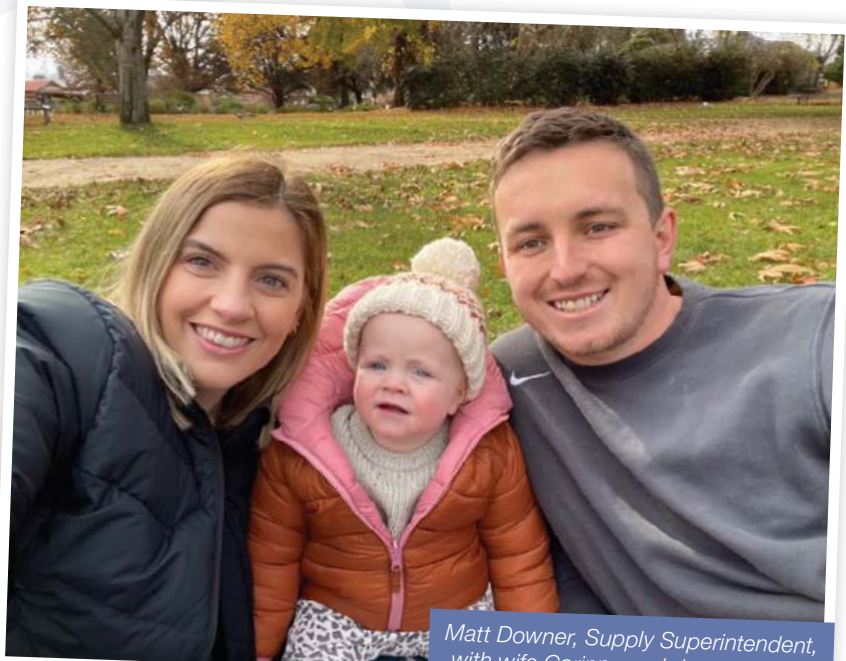
### SERVICE & RESPECT

SERVICE and RESPECT are very important to me. Over the last 18 months, the mutually beneficial relationships we have formed and maintained with our suppliers through our purchase agreements has ensured PYBAR is in a position to mitigate supply chain risks and maintain operational continuity.

### RESULTS

The value, RESULTS, speaks for itself. We are all measured in some way by how we perform; so, not just achieving, but exceeding our targets should always be what we strive for.

SAFETY  
SERVICE  
RESPECT  
RESULTS



Matt Downer, Supply Superintendent,  
with wife Corinne and daughter Elkie.



# DARGUES TEAM DEMONSTRATES THE PYBAR VALUES

## 10,000 METRES SAFELY MINED!

The PYBAR team at Dargues Gold Mine continues to celebrate significant achievements, demonstrating the PYBAR values of **SAFETY, SERVICE, RESPECT** and **RESULTS** since first arriving on site in 2016.

In October 2021, PYBAR celebrated the mining of 10,000 metres since underground development started at Dargues in 2018.

This milestone is all the more impressive, having been achieved by a very keen but largely inexperienced residential workforce at a new mine in a non-mining area of regional NSW.

The opportunities for training and career development at Dargues have certainly paid off, with promising team members following career pathways and working their way up through the ranks into key roles.

### PYBAR in the Community

Of the 90 PYBAR employees currently on site, Mick South, Mine Superintendent, has been at Dargues since the first day of PYBAR's arrival at what was a "greenfields" project in 2016. Mick, Aaron McGrath, Stuart Robertson, Shane Smith and Craig Willoughby have been part of the Dargues team since the first cut was fired. They and the whole Dargues team exemplify the way PYBAR respectfully values positive relationships in the communities in which we operate.

In a relatively short period of time, Dargues has become an important part of the Majors Creek and Braidwood communities, providing local career and supply opportunities as well as supporting several community and charity events and organisations throughout the year.

*Mick South, Dargues Mine Superintendent.*



*Xander Beccari, Dargues Mine Superintendent, in his other job as a winemaker. (Picture: Victor Pugatschew)*



### Outstanding Safety Performance

Perhaps the most outstanding achievement for celebration is the safety performance of the PYBAR team at Dargues which has not experienced a single Lost Time Injury since our arrival on site over five years ago in 2016.

The Dargues team demonstrates the PYBAR value of **SAFETY** by looking out for the safety of their workmates and themselves, meaning that they all get to go home safe, every day.

### Vintage PYBAR

The PYBAR team at Dargues is ably lead by Mine Superintendents Xander Beccari and Mick South. While Mick has been with PYBAR for over ten years, Xander is a relatively new team member, joining us in 2019 after taking a break from his profession as a mining engineer to spend a couple of years full time wine making. Xander is passionate about the Nebbiolo grape from his ancestral lands in northern Italy and spends his spare time with his young family, working to produce the first vintage of his label, Fahray Wines.

# RECOGNISING THE ACHIEVEMENTS OF OUR PEOPLE

**SAFETY  
SERVICE  
RESPECT  
RESULTS**

## EASER RAISE BORE TEAM SUCCESS AT NORTHPARKES

Celebrating the achievements of our people is an important part of the way we do things at PYBAR. In this issue, we'd like to acknowledge PYBAR's Easer raise bore team on the recent successful completion of our Northparkes Block Cave project, near Parkes, NSW.

PYBAR's Raise Bore Division was contracted to complete 110 up hole slots, 750mm in diameter and ranging from 8m to 16m in length, over a 12 month period.

Utilising one of PYBAR's Easer L mobile raise boring machines, the team drilled 112 up hole slots, totalling 1,168m, in only seven months! This amazing achievement represents overall project KPI performance of 121% above target.

Phillip Viljoen, PYBAR's Raise Bore and Shaft Lining Manager, thanked Northparkes Mines for the opportunity to complete the project, and expressed particular thanks to the PYBAR Easer team.

"Thanks to the hard work and dedication of PYBAR's Easer team, we have delivered on the project three months ahead of schedule, on budget and most importantly, 100% injury free," he said.

"They achieved all this while working through the challenges of COVID."

The level of performance shown by PYBAR's Easer raise bore team is a true demonstration of the PYBAR values of which we can all be proud.



PYBAR's Easer L raise bore machine, drilling up hole slots at Northparkes Mines.



The Easer L is one of two in PYBAR's fleet of 11 raise bore rigs.



# PYBAR'S SUPPLY DEPARTMENT

## DELIVERING ON SERVICE TO ACHIEVE RESULTS

**PYBAR's supply team has navigated through difficult times over the last couple of years, with order lead times blowing out from days to months, and prices soaring in some key categories.**

### Delivering During COVID

If you've tried to order goods in recent times, you'll know the COVID pandemic has created significant challenges for manufacturing and supply chains on a global scale. However, despite the many obstacles that they continue to encounter, PYBAR'S supply team has succeeded in maintaining their site lead time target of under seven days average from order to delivery, a real achievement under current business conditions. This result was made possible through a consolidated effort from our supply team, project teams and supplier network, which ultimately means we are able to continue to support our projects effectively.

COVID is, however, continuing to throw up more challenges, as many OEMs of equipment and parts are now experiencing worsening material supply issues. These are well publicised in the media in relation to passenger vehicles and affect all vehicle manufacturing. The supply team will continue to work with our suppliers to achieve the best possible performance under the circumstances.

### Negotiated Supply Agreements

As a further business optimisation initiative, the supply team has focused on enhancing the relationships with our key suppliers to leverage improved procurement outcomes.

So far, major purchasing agreements have been negotiated and finalised with Orica for explosives for our Peak project, and with BP for national fuel supply; with both agreements delivering significant positive results to the business through discounted pricing structures and improved account management.

With a further three major supply tenders currently under way, the business will continue to see more benefits flowing from negotiated supply agreements.

### The Supply Team

These positive supply outcomes have been achieved all while the close-knit supply team has been required to work apart due to COVID restrictions.

"It's been an interesting journey for the supply team, with the additional challenges of COVID causing major supply chain issues and disruption to our usual business practices," said Matt Downer, Supply Superintendent.

"Now that the Team in Orange has returned to the office, it's been great to see everyone in person again, and to collaborate on projects face-to-face. Working remotely is just not quite the same – nor is the banter!"





# AUSIMM SOUTHERN QUEENSLAND STUDENT CHAPTER

## PYBAR SHOWCASES GRADUATE PROGRAM

Following the success of the Australasian Institute of Mining and Metallurgy (AusIMM) Sydney 'Students Meet Industry Night' last year, PYBAR recently took part in an AusIMM Southern Queensland Student Chapter event at the University of Queensland in Brisbane to meet with students interested in a professional career in mining.

PYBAR team members attended the barbecue and discussion night and spoke with students about PYBAR's uniquely flexible and diverse two-year graduate program, designed to provide participants with broad experiences and professional development opportunities in a progressive and supportive work environment.

With opportunities in mining engineering, safety, HR and IT, the program is an attractive pathway to a rich and rewarding professional career in the mining industry.



Paul Gage, PYBAR's Head of HR, thanked Shirlee Duke and Christopher Janz of the AusIMM Southern Queensland Student Chapter for arranging the event.

"The night was a great success and was well received and enjoyed by the students and the PYBAR team," he said.

Anyone interested in graduate opportunities with PYBAR is encouraged to contact the HR team on 02 6361 6400 to learn more.



Paul Gage, Head of HR with members of the AusIMM Southern Queensland Student Chapter.



Members of the AusIMM Southern Queensland Student Chapter with PYBAR team members at the UQ event.

# ANNUAL MANAGERS' MEETING

## PYBAR'S LEADERS PLAN FOR SUCCESS

**PYBAR's leadership group was joined by members of the Metarock Executive Team at our annual managers' meeting in Orange in late 2021.**

The annual meeting was a great opportunity for our senior leaders to reconnect with old colleagues and to get to know our new colleagues, while developing strategies for optimal financial performance, operational excellence, culture, client focus and growth for the year ahead.

2022 is shaping up to be a great year for PYBAR, with the recent acquisition by Metarock providing stability and exciting opportunities for our employees, clients and business partners.



*Workshopping strategies.*



*PYBAR Annual managers' meeting, Orange, December 2021.*



*(L-R) Troy Grey, Matt Downer, Gordon Draper (Wilson Mining, a Metarock Company), Paul Gage and Angelo Morandin.*

# PYBASH CAR 95

## VARIETY BASH UPDATE

**The Variety NSW 2021 Bash became another of many charity events to be affected by the global pandemic.**

### Variety Bash Postponed... again

Sadly, the Variety B2B Bash 2021 was again postponed; first from August 2021 to November 2021, and now to August 2022. This decision was not taken lightly by Variety; however, became unavoidable due to the need to adhere to COVID regulations and to ensure the safety of other Bashers and the regional communities visited by the Bashers in NSW and QLD.

For those PYBASH supporters who had already made a tax-deductible donation for the 2021 Bash, we sincerely thank you. Your donation amount will be rolled forward to the PYBASH Car 95 Variety Bash tally for 2022 but has already helped meet the growing need for assistance by disadvantaged children and their families.

The crew was so disappointed that the Bash was not able to go ahead in 2021; however, they are already looking forward to a great year for all in 2022 and to getting out on the road for a successful Variety B2B Bash.



*PYBASH Car 95 in action.*



### Fun Fact!

**Did you know that PYBASH Car 95 and crew have raised over \$700,000 for charity since 2010?**



# OPERATIONAL EXCELLENCE

## WELCOME TO PYBAR'S NEW OPERATIONS MANAGEMENT TEAM

We are very pleased to welcome to PYBAR three highly regarded mining industry professionals, James Glover, Andrew Grivas and John Sheehan, who will lead PYBAR's operational management team into the future.

The recent key appointments demonstrate PYBAR's commitment to operational excellence and to supporting our clients and project teams with a skilled and experienced management team.

### James Glover – Chief Operating Officer

Heading up PYBAR's operational teams is James Glover, Chief Operating Officer.

Appointed to the role late last year, James will lead all operational activities, nationwide, across all business units, and comes to PYBAR with extensive experience in underground mining and civil construction across a wide range of project types and sizes, including some time with PYBAR at our Ballarat operations back in 2006.

James has been working on the integration of PYBAR with the Metarock Group as well as on specific project work for the past several months and had already gained a strong understanding of the PYBAR business, our people and our clients prior to his appointment to the Chief Operating Officer role.

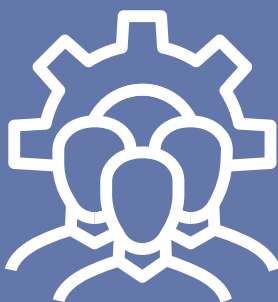
***“Having returned to PYBAR after a gap of close to 14 years I am excited to lead the operations teams as we continue to focus our growth around the pillars of safety, performance and integrity,” said James.***

“The recent acquisition of the PYBAR business by Metarock provides a solid platform for growth and enables the combined business to provide a truly unique service offering through the PYBAR, Mastermyne, and Wilson Mining businesses.

“I look forward to working with our dedicated employees and client business partners as we continue to advance and grow our business,” he said.



James Glover, Chief Operating Officer.



### Operational Excellence

*PYBAR will celebrate our 30th anniversary as a mining contractor next year and we have developed significant systems, processes and capabilities over the years, spanning all facets of underground mining, including development, production, cable bolting, fibrecrete and raise boring services.*

*Our operations management team is set to consolidate on PYBAR's broad set of strengths and capabilities as they lead our operations teams forward at an exciting time for the business.*





Andrew Grivas, Operations Manager WA.

#### Andrew Grivas – Operations Manager WA

Based in Perth, Andrew will lead PYBAR's existing WA operations and is also set to play a key part in PYBAR's future growth strategy.

Andrew joins PYBAR following several years at the Cadia Valley Operations in Orange where he has gained extensive operational and management experience in underground development, production, planning and project delivery.

The re-establishment of the Operations Manager role in Western Australia demonstrates PYBAR's commitment to build on and grow the strong relationships we have had with our clients and project teams since first arriving in WA in 2009. Andrew is keen to hit the ground running and is looking forward to working closely with our clients and project teams.

***"It's an exciting time to be involved with PYBAR as we grow through the integration into the Metarock Group. A big part in this is expanding the services provided by PYBAR to the underground mining operations of Western Australia," said Andrew.***

#### John Sheehan – Operations Manager QLD

PYBAR's newly appointed Operations Manager for Queensland is John Sheehan, who has over 20 years' experience in underground mining and tunnelling, managing production, development and rehabilitation operations across a wide range of scopes and sizes, most recently at one of PYBAR's former project sites, Lady Loretta Mine.

John's primary focus is on safety, and with a strong desire to provide value to our clients and the business and to develop and mentor his team members, he is well placed to lead PYBAR's Queensland operations into the future.

***"I'm excited to be part of the operational management team that will lead PYBAR into the future within the Metarock Group. Having visited a number of sites already, I look forward to working with PYBAR's committed employees to continue delivering on our contractual commitments as we develop and grow our business," said John.***



John Sheehan, Operations Manager QLD.

# TAFE NSW COURSE FOR WOMEN HELPS CONSTRUCT NEW WORKFORCE

## A PATHWAY INTO MINING FOR ANNALISE

**A TAFE NSW course, designed to help women find work while addressing a critical skills shortage in construction and heavy industries has led Annalise Frost to a career in mining with PYBAR.**

Eight women graduated in November 2021 with a Statement of Attainment in Civil Construction from TAFE NSW Orange, delivered in partnership with Orange construction company AWCON. The course teaches women essential skills for a job in the industry including WHS fundamentals and practical skills training in operating excavators, rollers, and front-end loaders.

Graduate Annalise Frost, an 18-year-old from Orange, has joined PYBAR and is based at Cadia Valley Operations, where she is driving large haulage trucks on site.

"I'm very excited – I'm not interested in sitting in an office and mining seemed like a good opportunity. There's lots of work and you can operate different machinery and travel around, so that really attracted me to the job," Annalise said.

"I was apprehensive to join the mining industry because I didn't know if I would like it. But being able to go to TAFE NSW for a taster course, and try different machinery and learn practical tasks made me realise how enjoyable it could be as a career. Having that TAFE NSW experience definitely helped me secure the position."

TAFE Services Coordinator, Karen Pratt said TAFE NSW is planning to host similar taster courses at TAFE NSW Orange in 2022 after identifying a gap in career entry pathways for women in the construction industry.

"Regional Australia is experiencing a skills shortage in construction and mining, and we know there are women who want to get into the industry but don't know where to start. When we advertised this course, the interest was huge," Ms Pratt said.

"This course provides basic skills and an initial pathway into work or further study, which helps create a pipeline of workers for our regional industries. We know many of these women will gain employment with local construction and mining firms while others are keen to continue study and specialise. Some are going on to study traffic control and welding, while others want to undertake further qualifications in civil construction."

Explore courses in construction and infrastructure at TAFE NSW. For more information visit [www.tafensw.edu.au](http://www.tafensw.edu.au) or phone 131 601.

# WELL DONE, WYATT!

## TRADE QUALIFICATIONS ACHIEVED

**Since joining our Peak project team early in his apprenticeship as part of a transfer of client personnel to PYBAR three years ago, Wyatt Proudlove has shown he has what it takes to become a skilled trades professional.**

Recently completing his Cert III in Mobile Plant Technology training, Wyatt has successfully achieved his trade credentials and is now working as a qualified shift fitter on crew at Peak.

Wyatt plays an important role in underground operations at Peak, often deployed to rectify breakdowns alone, getting the job done proficiently and in a timely manner to keep our fleet and crews operational.

Wyatt is regarded as a reliable and valuable team member, and we look forward to watching his career develop further with PYBAR. Well done, Wyatt!



*Peak Project Manager, Nagaiya Naidu (left), presenting Wyatt (right) with a congratulatory gift on the completion of his apprenticeship at a recent crew meeting.*

# LONG-SERVICE CELEBRATIONS

## 5 AND 10 YEAR MILESTONES

Well done and thank you to our long-standing team members celebrating their 5 and 10 year anniversaries with PYBAR!

### 5 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
01/11/2016	Steven Sherwin	Driller	Black Rock
07/11/2016	Darrah Ea	Charge Up Operator	Black Rock
10/11/2016	Michael Watkins	Driller	Thalanga
21/11/2016	Jason Moore	Jumbo Operator	Thalanga
04/12/2016	Aaron Clarke	Maintenance Foreman	Thalanga
04/12/2016	Kava Rashidi	Alt Project Manager	Thalanga
09/01/2017	Wayne Anderson	Loader Operator	Thalanga
16/01/2017	Tamahou Skipper	Shift Supervisor	Black Rock
13/02/2017	Michael McKay	Shift Supervisor	Black Rock
23/02/2017	Kris Reader	Jumbo Operator	Cadia East Decline



Daniel Stammers.



Scott Todd.

### 10 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
17/10/2011	Scott Todd	Chief Operating Officer	Corporate
17/10/2011	Daniel Stammers	Cleaner	Cadia Valley Operations
14/12/2011	Phillip Wilson	Shift Fitter	Peak

5 YEARS 5 YEARS 5 YEARS

10 YEARS 10 YEARS 10 YEARS

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



Simply email your photo and a short submission to: [editor@pybar.com.au](mailto:editor@pybar.com.au) and we'll do our best to publish it in our next Newsletter.

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

OTHER



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## **CORPORATE OFFICE**

1668 - 1670 Forest Road  
PO Box 2154  
Orange NSW 2800

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**P** 02 6361 6400

## **SYDNEY**

Suite 1, Level 10  
56 Pitt Street  
Sydney NSW 2000

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**E** [pybar@pybar.com.au](mailto:pybar@pybar.com.au)

