PYBAR
MINING SERVICES

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NEWSLETTER

PYBAR.COM.AU

ISSUE 05 / AUTUMN 2016

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08 INNOVATION – NEW RIGS ADDED TO FLEET

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LEADERS IN UNDERGROUND MINING

WHAT'S NEW

PYBAR WINS EXCELLENCE AWARD

PYBAR awarded Excellence in Mining Services award …

READ MORE PAGE 2

BURBANKS PROJECT WIN

Our presence in WA continues to grow with the award of Kidman Resources' Burbanks gold project.

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ZERO HARM. ZERO COMPROMISE.

PYBAR receives independent certification of safety management system …

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A MESSAGE FROM OUR CEO

WELCOME TO OUR AUTUMN NEWSLETTER

We are now well into another year. I hope everyone had a safe and enjoyable Festive Season shared with family and friends.

We are hopeful that the tide has turned in the industry and that the effort the technical services team put in late last year in submitting tenders will result in some successes and lead to new contract work.

SAFETY IS AT OUR CORE

With safety always a key focus, I am pleased to note that the final external audit and review for AS4801 Occupational Health and Safety Management Systems has been completed with PYBAR successfully gaining accreditation in December 2015. Well done to all the people that assisted with this process.

On a less positive note, we had a mixed safety result for December with one LTI at CVO. We need to keep vigilant with our systems and processes not only to continue successfully with this accreditation but more importantly to protect our Zero Harm mandate.

BUSINESS DEVELOPMENT

There has been some positive movement in our efforts with regards to business development.

At the Unity Mining Henty Mine in Tasmania, HMR Drilling Services has continued drilling for additional ore reserves while the mine and infrastructure remains on care and maintenance. There have been some positive intersections to date and a review of mine layouts and design will commence soon along with a review of infrastructure requirements.

We hope that our Scheme of Arrangement for the acquisition of Unity will be successful and that the companies within the PYBAR Group can look forward to a long future at Henty and being involved in the local community. PYBAR will be carrying out a full review of the Henty operations with a view to recommencing production as soon as possible.

The previously announced joint venture with PYBAR's associated company, Diversified Minerals, and WPG Resources to purchase the Challenger Mine in South Australia is progressing well with all documentation nearing final completion. It is expected that operations will resume at Challenger by the end of May 2016.

On the tender front, we were awarded the underground mining contract at Kidman Resources' Burbanks gold project. This further strengthens our presence in Western Australia which has been a key focus in the last year.

Whilst our focus remains firmly in Australia, we will pursue international projects opportunistically.

In the Philippines, we were successful in our tender for raise boring with OceanaGold at the Dipidio Mine. This will be a great challenge for PYBAR as we enter the international scene. Further discussions have also been carried out with the client and have resulted in PYBAR being awarded the supply of experienced labour to supplement the client workforce at the same site.

PYBAR CORE AWARDS – EMPLOYEE OF THE MONTH PROGRAM

In our last newsletter, we announced the launch of the PYBAR CORE Awards. Kicking off 1 January, we've had a tremendous response nationally with over 40 nominations received for the first month of operation. This recognises the outstanding efforts of our teams and the way we work – firmly guided by our values.

I would like to personally congratulate both the nominees and the winners and thank you for your efforts.

COMMUNITY INVOLVEMENT

A part of the communities in the areas where we operate, PYBAR continues to support local charities.

In Orange, PYBAR will continue to support the Cancer Care Western NSW Clinical Trials held in Orange by raising funds. We entered a team in the Cruisin' Along Rally which was run in late March to raise funds and increase awareness for this great initiative.

Support has been committed to the Goldfields Children Charity in Kalgoorlie with the funds being directed to Ronald McDonald House in Perth, the Royal Flying Doctor Service WA, as well as local initiatives for sick children of the Goldfields.

Also in WA, PYBAR has taken up the principal sponsorship of the WA School of Mines Alumni for the second year in succession. It is one of the oldest educational institutions in the state and we're proud to be able to support the graduates.

CLOSING COMMENTS

The year ahead in 2016 will be interesting and challenging. PYBAR must remain focused on our values of

SAFETY SERVICE RESPECT RESULTS.

I thank everyone for their efforts last year and hope that you share my interest and optimism for the year ahead. ENJOY!

Paul Rouse - CEO

Andrew Rouse - Chief Services Officer (first from left), Brendan Rouse - Chief Operating Officer (second from left) and Paul Rouse - Chief Executive Officer (far right), receiving the Award from Adrian Lo Faro of Newcrest Cadia Valley Operations.

PYBAR WINS EXCELLENCE AWARD

SUCCESS AT THE OESC BANJO BUSINESS AWARDS 2015

On 12 February, PYBAR won the 2015 Excellence in Agribusiness and Mining Services category at the Banjo Business Awards held at the Orange Ex-Services Club.

Following our double win last year, we've backed it up with another win this year. Over 460 people joined the Orange Business Chamber to recognise and reward business excellence in Orange. On a night that showcased the best of the best businesses in the city, it was pleasing to have our commitment to the community of Orange recognised.

Our CEO Paul Rouse thanked the employees of PYBAR, commenting: "The award is testament to the hard work and dedication of our team members; and is something of which we can all be very proud.

"We are pleased PYBAR has such a strong presence in the Orange community and we value the support of our business partners and the contribution made by our employees – many who live within the community."

PYBAR's win guarantees a finalist placement in the NSW Business Chamber Regional Awards that will lead to further recognition in 2016.

The Business Awards are an initiative of the Orange Business Chamber. The aim is to encourage and celebrate local business and to recognise the important contribution local business makes to the fabric, well-being and growth of the City of Orange.

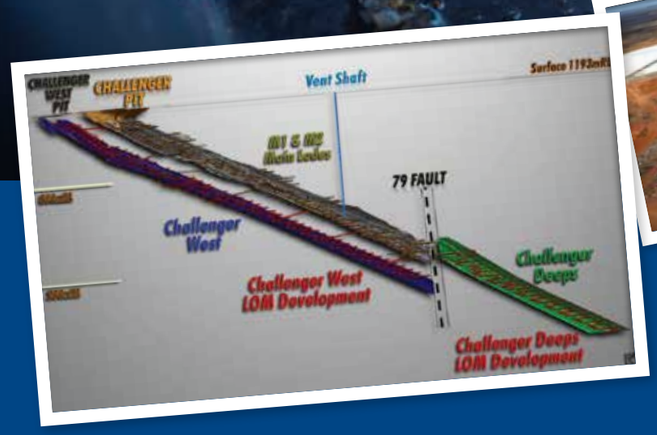
Paul Rouse and Brendan Rouse proudly based in and supporting the business community of Orange.

PYBAR WAS AWARDED EXCELLENCE IN:

2014 *Manufacturing + Agribusiness and Mining Services*

2015 *Agribusiness and Mining Services*

RESTART CHALLENGER GOLD MINE



CHALLENGER ACQUISITION COMPLETE. PYBAR TEAM SET TO BE MOBILISED

In October 2015, Diversified Minerals, an associated company of the PYBAR Group, entered into a 50-50 joint venture (JV) with WPG Resources to acquire the Challenger Gold Mine in central South Australia. PYBAR is submitting a competitive tender for the provision of underground mining services.

The mine was previously owned by Kingsgate Consolidated Pty Ltd - an Australian-listed mining company. Mine operations commenced in 2002 with an initial 18 month mine life. After two years open pit mining, the operation progressed underground in 2004 with the cutting of the Jumbuck decline. Since then the mine has produced over 1.1 million oz of gold and has reached a depth of 1050m below the surface.

In November 2015, Kingsgate ceased underground mining operations, putting the mine on care and maintenance while continuing to mine a small surface pit and mill stockpiled ore. Despite this, Challenger still has a significant resource base of more than 150koz based on recent exploration.

Diversified Minerals and WPG undertook a significant legal, financial and technical due diligence program to determine the practical and financial viability of the mine, reaching the conclusion that it offered significant potential. Diversified worked closely with the key personnel in WPG to ensure an efficient JV structure and management process that will add value to all parties involved.

RECOMMENCEMENT PLANNED FOR MAY

The new mine plan is to recommence mining and processing in May.

To protect value and the integrity of the JV, PYBAR has prepared a competitive tender submission. On the basis of PYBAR's past operating performance and efficiencies gained from existing operations, it is anticipated that the mine can be operated at improved performance and lower cost.

The recruitment phase has been approved and has now commenced. We will look to draw on a mixture of experienced personnel from within PYBAR's existing operations and integrate them with some of the experienced employees who previously worked at Challenger.

One of the challenges with restarting the mine will be the need to rebuild the working stocks in the mine inclusive of the drilled reserves, accessed ore drives and stoping areas. This needs to be completed in a measured approach to conserve funds as the operation recommences pouring gold.

We look forward to safely and successfully restarting the Challenger Gold Mine and adding it to our growing complement of projects.

> ***After two years open pit mining, the operation progressed underground. Since then the mine has produced over 1.1 million oz of gold and has reached a depth of 1050m below the surface.***

1.1MOZ
Gold produced underground at the mine

1050M
Depth below surface

PYBAR AWARDED BURBANKS PROJECT

ANOTHER WIN IN WESTERN AUSTRALIA

February 2016 saw PYBAR awarded the underground mining contract at Kidman Resources' Burbanks gold project located near Coolgardie in WA.

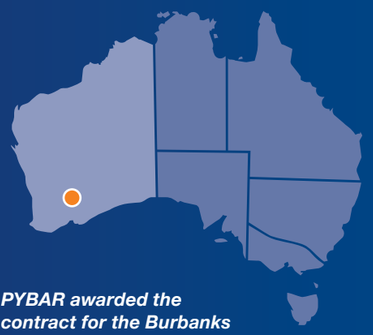
PYBAR's appointment is a key step in Kidman's strategy to ramp-up production at the mine and unlock its full potential.

We will initially focus on developing the un-mined Dahmu lode on multiple levels, with stoping set to start in the June quarter. Development will also commence for the first time along the high-grade Hadfield and Jesson lodes on the historic 4 level, which is the limit of all previous production.

Our CEO Paul Rouse said: "We have a strong performance track record in delivering rapid mobilisation and development to accelerate production. The capability to deliver time and cost efficiencies to clients is critical in today's market and we're exceptionally happy to be awarded this contract".

BUILDING OUR PRESENCE IN WESTERN AUSTRALIA

The contract win at Burbanks adds to our growing list of WA projects as we continue our strategic focus to build our presence in Western Australia.



PYBAR awarded the contract for the Burbanks gold project located near Coolgardie in Western Australia.

TENDER UPDATE

MINING PROJECTS

Client	Project	Status
WPG/ Diversified	Challenger (whole of mine)	Won
A1 Cons Gold	A1 Gold (whole of mine)	Won
OceanaGold	Didipio (development and labour hire)	Won
Gold Fields Aust	Wallaby (production drilling)	Won
Kidman Resources	Burbanks (development)	Won
Barrick Gold	Darlot (narrow vein mining)	Withdrawn
Blackham Resources	Matilda (whole of mine)	Pending
Oz Minerals	Carrapateena (development)	Pending
Gold Fields Aust	Agnew (whole of mine)	Lost
Northern Star	Jundee (whole of mine)	Lost

SERVICES PROJECTS

Client	Project	Status
Saracen	Deep South (raise bores)	Won
OceanaGold	Didipio (raise bores)	Won
Straits	Tritton (raise bores)	Pending
South32	Cannington (cable bolting and shotcreting)	Lost
BHP Billiton	Olympic Dam (cable bolting and shotcreting)	Lost

INDABA 2016

BUSINESS DEVELOPMENT MANAGER DAVID NOORT ATTENDED THE INVESTING IN AFRICAN MINING INDABA CONFERENCE IN CAPE TOWN IN THE WEEK OF 8 FEBRUARY

Indaba is an annual professional conference dedicated to investment in and development of mining opportunities in Africa. It is currently the world's largest mining investment event.

The conference was understandably a little quieter than usual but still it was a great opportunity to gain some new contacts and refresh some old ones. It also provided an opportunity to progress PYBAR's marketing relationship with Capital Drilling, whose founder Brian Rudd was also in attendance.

PYBAR STARTS AT A1 GOLD MINE

The A1 Gold Mine is the second largest gold producer in the area.

A TWO YEAR CONTRACT FOR UNDERGROUND DEVELOPMENT AND PRODUCTION SERVICES

In January, PYBAR completed rapid mobilisation to A1 Consolidated Gold Limited's A1 Gold Mine in north-eastern Victoria where we have been contracted to provide underground mining services.

The A1 mine is located in the Walhalla-Woods Point Goldfield area, approximately 120km east-northeast of Melbourne. It is the second largest gold producer in the area, having historically produced more than 620,000oz up to 1992.

Our initial two year contract comprises two phases:

1. Equipment hire and labour hire of operating and management personnel, integrated into A1's existing workforce; and
2. Supply of labour and equipment on a contract basis for the ongoing development and mining at the project.

The project is being developed in stages. Stage one aims to produce approximately 30,000oz of gold a year at a mining rate of 150,000 tonnes per year for an estimated period of three years. Stage two is expected to increase the project's production life by an additional three years.

We will be working closely with the client to reach the orebody and bring the project into rapid production from March 2016.

LOOKING AFTER OUR EXPERIENCED PEOPLE

Four PYBAR teams are on site with the project providing us with the opportunity to re-employ six ex-PYBAR employees and transfer four current PYBAR employees.

The remainder of the 21 available roles were filled by 10 incumbent A1 employees and one JTMEC contractor based in Victoria.

"Our priority is to never lose the valued experience in the PYBAR team. With project completions and changes, we try to relocate our teams as much as we can," *says our HR Manager, Elsie Joubert.*

AFRICAN PARTNERSHIP

PYBAR LOOKS TO AFRICA FOR POTENTIAL EXPANSION

PYBAR has entered into a three year agreement with Capital Drilling Limited for the co-marketing of underground hard rock mining services in Africa.

Whilst our focus remains firmly on Australia, we're constantly looking for opportunities to grow our business. With a large number of projects potentially moving underground in Africa, there is an opportunity to transfer our capabilities and best practice safety systems to a market which can gain greatly from our expertise.

In the challenging African market, PYBAR will benefit from Capital Drilling's experience and relationships in the region where the company has been providing exploration, development and production drilling services to mining operations for 15 years. In turn Capital Drilling will benefit from having a partner that is knowledgeable and competent in provision of mechanised underground hard rock mining services.

"Partnering with an established player such as Capital Drilling will facilitate any entry into the African market," says our Business Development Manager, Dave Noort.

"If our co-marketing efforts are successful in securing contracts in Africa, PYBAR and Capital Drilling will execute a formal commercial agreement to determine how the projects will be undertaken."

Founded in 2004, Capital Drilling is headquartered in Mauritius and provides exploration, development, grade control, blast hole and energy drilling services to mineral exploration and mining companies. The company currently has a fleet of over 90 drilling rigs.

RBR600-VF MOBILISATION TO THE PHILIPPINES

PYBAR'S FIRST INTERNATIONAL PROJECT WITH OCEANAGOLD

PYBAR's RBR600-VF mobilises offshore to OceanaGold's Didipio gold-copper mine in the Philippines.

Our raise bore division had an exciting start to 2016 with projects awarded both nationally and internationally. The win of the OceanaGold contract marks our first project outside Australia – an exciting step forward for our business.

OceanaGold's Didipio mine is located approximately 270km north of Manila on the island of Luzon; and will require three ventilation shafts of 5.5m diameter with depths of 135m, 150m and 220m.

INTERNATIONAL EXPERIENCE

Leading this project is raise bore Superintendent, Phillip Viljoen who will be supported by a highly experienced crew in Sybrand Smit, Liam Christie and Wayne Welsh. This team collectively has a fantastic depth of international experience gained from a number of overseas raise bore projects from Indonesia to West and South Africa.

A HUGE EFFORT

The mobilisation of one of Australia's largest raise bores required a lot of effort and great teamwork by all involved. The work involved ranged from selecting and procuring the required equipment and stores to cleaning, wrapping and packing the 280+ tonne shipment into 16 sea containers and flat decks.

The much anticipated project will be in full swing on the mine site in March/early April and we will all be keen to see how it goes. Well done team!

THE ROAD TO INNOVATION

TAKING THE HIGH ROAD ON COST SAVINGS AT VIVIEN

Faced with deteriorating roads, the Vivien team made their own waste rock with a flip screen.

The Vivien team had a challenge to find a cost effective way to create suitable road base material for the construction of underground haulage ways.

Waste rock from development at times can be used as road construction material. The process involves drilling additional holes in the face to break the rock to a smaller size, enabling it to be used without damaging tyres.

The problem our team faced at Vivien was that the majority of the rock is heavily jointed. No matter how many additional holes were drilled, we were still left with large blocky material unsuitable for road base.

Sourcing crushed rock from a local supplier proved uneconomical, so a project to identify an economical source of suitable road base was undertaken. Jol Jardine was tasked to lead the project and prepared a review of the options available.

The winning option! A flip screen had been used to generate road base in a mining application in Victoria. After research, this option proved to have the most potential and a flip screen was purchased.

The team has since successfully sheeted the main decline with the road base made with the flip screen, which is capable of creating about 30 to 40 tonnes of road base per hour when in operation.

Well done to the team at Vivien and Jol Jardine's efforts in particular to identify a great option! Your diligence and hard work is noted and appreciated.

FLIP SCREEN ADVANTAGES:

- simple, robust patented design – extremely effective;
- screens can be changed by one person with no tools in less than five minutes;
- dig/scoop and dump/tip as per existing general purpose or rock buckets – easy for operators to use;
- attach/detach to an IT machine as per existing hydraulic attachments;
- smooth rotating design is easy on the carrier; and
- minimal maintenance.

The flip screen is capable of creating about 30 to 40 tonnes of road base per hour.

PYBAR ACQUIRES NEW ATLAS COPCO EASER

SAFETY AND RESULTS DELIVERED BY A NEW ADDITION TO THE FLEET

We have increased the PYBAR fleet of rigs with the addition of the Atlas Copco Easer mobile raise drill. With a focus on safety and better efficiencies, the rig delivers on both counts.

Safety + Results

Using the industry leading RCS (Rig Control System), Atlas Copco have produced an integrated raise bore and boxhole machine unique in this industry. This combination eliminates the need for costly concrete pads, additional machinery being tied up or moving conventional raise bore machines from site to site.

With articulated steering, low profile design and four-wheel drive capabilities, the Easer has the ability to work in drives 4.5m x 4.5m.

Versatility + Accuracy

With its ability to drill 750mm boxholes and downholes to 60m, drill nine inch pilot holes and conventional raise bores up to 200m long, the Easer is a versatile rig.

To drill service and paste fill holes all with a hole deviation of less than 1%, along with minimum drill angles of 60-90 degrees from horizontal in all directions, makes the Easer an invaluable piece of equipment in the industry.

ATLAS COPCO EASER FEATURES:

- loading drill rods, stabilisers and reamers from four metres away with a remote control;
- semi-auto wrench spanner on the drive head and sliding work table to remove the risk of working around rotating parts and under suspended loads;
- the use of four stingers to the backs and four to the floor removes the strenuous job of bolting the rig down onto the concrete pad; and
- enclosed air-conditioned cab and integrated muck chute removes the risk of injury to personnel by stray rocks when drilling boxholes.

PYBAR EXPANDS DRILLING CAPABILITY

CUBEX ARIES DRILL LATEST ADDITION TO OUR FLEET

The Cubex Aries ITH drill is the latest addition to PYBAR's fleet, providing our drilling division with a large diameter ITH drilling solution which is also highly competitive, mobile and flexible.

Mounted on a mobile articulated carrier, the Cubex Aries can drill on a 360 degree rotation plane making it one of only a few tyre-mounted drills with this capability that are available for contract services in the Australian market. Service, production and slot holes can all be drilled with the one machine.

PYBAR CEO Paul Rouse said: "This rig, in addition to our recent acquisitions of the Atlas Copco Easer and Muki Micro Jumbo, has bridged the gap we previously had between our production drilling fleet and our small diameter raise bore and boxhole boring capabilities - we can now deliver a best-for-project solution with competitive rates and service to any underground mine in the country," he said.

The new rig recently completed its first job at the Northparkes Mines sub level cave (SLC) project where Ian Austen, Project Manager - Mining CAPEX at CMOC Northparkes Mines, commented: "I am all about win-win relationships and I feel this project is a great example. Thanks to the team for a professional approach, patience and a great outcome".

KEY FEATURES OF THE CUBEX ARIES:

- designed for a hole range from 90mm to 445mm diameter with hole lengths well over 100m,
- capability to drill service, production and slot holes all with the one machine,
- capability to drill on a 360 degree rotation plane,
- articulated carrier with on board booster compressor designed for quick and flexible site set up,
- rod carousel and rod manipulator to eliminate manual handling associated with ITH drilling,
- purpose built support vehicle with Hiab crane; and
- in hole surveying capability.

SAFETY SERVICE RESPECT RESULTS CORE AWARDS

CORE AWARD WINNERS

Bills Walls presenting fitter Kelvin Schroeder with Mount Isa Mines' January CORE Award.

BEN PASCOE – SAFETY

Safety is never far from Ben Pascoe's mind. Nominated for extending the connection point on a Normet for stope and development hoses, Ben eliminated the need to climb on the machine to change the hoses. Ben's initiative resulted in increased safety and him being awarded Red October's January CORE Award winner. Well done.

SHANE SMITH – SAFETY

Keeping a watchful eye on things is imperative in our industry. Shane saved the day when he blocked a hole that was full of running water. With water in old workings 3m above, Shane's quick thinking and diligent solution ensured minimal lost time. It was a great result that assisted in securing him the A1 Gold Mine's February CORE Award.

CHRIS YAP – SERVICE

Nominated for his outstanding performance in tendering, Chris put in a significant amount of additional time outside of hours. Covering a role in a more senior position, Chris exceeded expectations and is the corporate office's January CORE Award winner. Congratulations.

MCLEAN EDWARDS – SERVICE

Assisting with the mobilisation of the RBR600-VF to the Philippines, McLean Edwards was the raise bore division's January CORE Award winner. McLean's attention to detail and high service level saved a lot of issues overseas.

DANIEL STAMMERS – SERVICE

Daniel Stammers was awarded with the PYBAR CORE Award for January at Cadia Valley Operations. His exceptional upkeep of underground crib rooms and refuge chambers didn't go unnoticed. Thank you and congratulations Daniel.

ASHLEIGH COLEMAN – SERVICE

Working tirelessly to get a result, nothing is ever a problem for Ashleigh Coleman. Her colleagues at Red October say she is always polite and happy and does more than just her job. She is also continually a morale booster for the team. Congratulations on your well earned win.

JOHN GIRGENTI – SERVICE

John Girgenti, responsible for Deep South's maintenance, is a good worker with great attitude and strong work ethic. Nominated for the reciprocated high level of respect he has for his crew, John is a wonderful asset to his team. Well done John on being Deep South's February CORE Award winner.

LUKE MALATESTA – SERVICE

Luke's ability and can do attitude has been recognised by several managers at Cadia East. His level of respect and ability to deliver results secured Luke the CORE Award win for February. Most notably, feedback about Luke comes directly from our clients where the feedback was outstanding. Congratulations and thank you Luke for embodying PYBAR's values.

HOW DO THE CORE AWARDS WORK?

Each month, every one of us can nominate colleagues that have done something that exemplifies our values. It may be that one of us came through with a great idea to improve safety (SAFETY) or productivity (RESULTS), or someone worked beyond the call of duty and was responsive to our clients' needs (SERVICE + RESPECT). They're all great examples of our values in action and probably things we do every day. Now we want to recognise this.

STEP 1 - NOMINATE:

Each month, any PYBAR employee can be nominated by another PYBAR employee by filling in the nomination forms in the special tear-out booklets placed in the site offices. Fill in the form and put it in the nominations box (or give to site administrator).

STEP 2 - THE WINNER IS!

Each month, there will be one winner* at each PYBAR site. The offices in Orange, Sydney and Perth will be counted as one site. The nominations will be judged by the site or senior management team and the winner will be selected based on the best nomination reflecting any one of PYBAR's values.

**Note: If there are no appropriate nominations, the management team at each site may skip that month and no award is made.*

STEP 3 - REWARD + RECOGNITION:

Every winner from every site each month will receive:

- a special edition PYBAR cap;
- gift voucher to the value of $100; and
- a trophy that you can keep.

ANTHONY WHYTE – RESPECT

Respect was a common theme in Anthony Whyte's five nominations. Assisting in tasks that are not typically part of his duties, Anthony's respect for his role and his colleagues did not go unnoticed. Congratulations Anthony on being Hera's CORE Award Winner for February.

DANIEL CARNES – RESULTS + SERVICE

Always willing to help out his colleagues, Daniel Carnes is Vivien's CORE Award Winner for February. Working overtime to get the 2900 loader working and turning around the jumbo with less than an hour of his shift, Daniel exemplifies PYBAR's values. Congratulations on your win.

ROB ANNAND – RESULTS + SERVICE

Willing to work late to achieve target, Rob Annand is consistently setting a high standard at Red October. Nominated for his results achieved on site, Rob is to be congratulated for his February CORE Award win.

BRANDAN EDE – RESULTS + SERVICE

Always coming up with ways to improve things on site and assisting in making every task easier to complete, Brandan is Mount Isa's CORE Award Winner for February. Congratulations Brandan - a very well deserved win.

THOMAS CUTTING – RESULTS + SERVICE

Hera's January CORE Award winner is Thomas Cutting. Thomas excelled in his role as an apprentice and made a great contribution to the team, often over and above his job description. More on what Thomas did on page 16.

TIM GRANT – RESULTS + SAFETY

"Hard work done safely," reads Tim Grant's nomination slip. Tim's efforts see him win Vivien's January CORE Award. His work in running the HV cables resulted in the job being completed early and safely. Thank you for your hard work Tim.

KELVIN SCHROEDER – RESULTS + SAFETY

Kelvin Schroeder is Mount Isa's CORE Award winner for January. Nominated for going above and beyond to inspect and fit locking pins on the site jumbo, Kelvin was recognised for his diligence which has a direct impact on safety. Thanks for your high attention to detail Kelvin and congratulations on the award.

SYBRAND SMIT – SAFETY, SERVICE, RESPECT, RESULTS

Sybrand Smit secured four nominations and was victorious as the Raise Bore Division's CORE Award Winner for February. Nominated against all PYBAR values, Sybrand is a hard worker, respects management and works tirelessly with safety always front of mind. Thank you Sybrand for your ongoing efforts.

SAFETY SERVICE RESPECT RESULTS **CORE AWARDS**

We encourage you all to nominate someone that you feel deserves this.

OUR VALUES ARE CORE TO THE WAY WE WORK

SAFETY
- Zero Harm. Zero Compromise.

SERVICE
- We are responsive and deliver solutions
- We do what we say

RESPECT
- We look after our people and communities
- We listen and act with honesty and integrity
- We build and maintain relationships

RESULTS
- We exceed expectations by doing more with less
- We set the standards for industry best practice

JANUARY AND FEBRUARY CORE AWARD NOMINATIONS

CORPORATE

January Nominations
Matthew Downer
Mick South
Cara Jordan
Chris Yap

February Nominations
Shaun Perera
Bruce Moore
Forrest Yu
Daniel Cruz
Andrew Samways
Cara Jordan

A1 GOLD MINE

February Nominations
Greg Everett
Shane Smith
Scott McDonald
Victor Buza

CADIA VALLEY OPERATIONS

January Nominations
Erinne Ostini
Mardi Reddan
Evan Smith
David Lewis
Joe Baker
Daniel Stammers

February Nominations
Bruce McLean
Luke Malatesta
James Barry

DEEP SOUTH

January Nominations
Leon Reader
Ashleigh Coleman
Matthew McGuire

February Nominations
Ashleigh Coleman
John Girgenti
Ben Pascoe

HERA

January Nominations
Thomas Cutting

February Nominations
Anthony Whyte
Peter Cornelissen
Ben Needs
Anthony Preston

MOUNT ISA MINES

January Nominations
Matthew Weir
Stephen Green
Kelvin Schroeder
Brandan Ede
Warren Monreal
Ce'Nedra Bramich
Bill Walls

February Nominations
Brandan Ede
Mathew Weir

RAISE BORE AND DRILLING DIVISIONS

January Nominations
McLean Edwards

February Nominations
Sybrand Smit
Phillip Viljoen
Nathan Lincoln

RED OCTOBER

January Nominations
Ben Pascoe
Peter Williams
Bronwyn Kemp
Robert Annand
Robert D'Alton
Leyton Harrison
Bryan West
Pouri Warmington
Colin Hayes
Chris Arrowsmith
Josh Lamey
John Whelpton
Tim McGuire
Mathew Fleay
Russell Sparkes

February Nominations
Matt Lerm
Peter Williams
Jesse Edwards
Bryan West
Rob Annand

VIVIEN

January Nominations
Wade Wallinger
Trevor Denny
Tim Grant
Troy Chamberlin
Patrick Deehan
Daniel Carnes
Trent Kingham
Ian Jones
Troy Evans
Derryn Talbot
Kacie Schmidt

February Nominations
Trent Kingham
Ian Cooke
Ian Jones
Andy Van Meel
Daniel Carnes
Patrick Deehan
Thomas Clarke
Derryn Talbot
Philippe Pearse
Albert King
Nick Lamprey

A ZERO HARM. ZERO COMPROMISE.

PYBAR RECEIVES INDEPENDENT CERTIFICATION OF SAFETY MANAGEMENT SYSTEM

PYBAR's Safety Management System has been independently certified as meeting the AS/NZS 4801:2001 and OHSAS 18001:2007 quality standards for Occupational Health & Safety Management Systems.

This internationally recognised certification identifies PYBAR as upholding high standards and exemplifies our commitment to our safety value and zero harm mandate.

The certification was undertaken by the ECAAS' independent Certification Approval Panel and formally granted on 23 December 2015.

The certification is formalised in PYBAR's Certificates of Registration and Certification Marks which will begin to be rolled out across the company in various corporate communications materials, including the website, email signatures and tender documents.

To ensure PYBAR's Safety Management System continues to comply with the relevant certification criteria, it will be audited periodically for continued compliance.

This certification represents a major safety milestone for PYBAR as we maintain our focus on continuous improvement in 2016 and beyond.

Look out for our new marketing material which will proudly carry our new certification.

ECAAS OHSAS 18001 CERTIFIED SAFETY MANAGEMENT

ECAAS AS/NZS 4801 CERTIFIED SAFETY MANAGEMENT

SAFETY FIRST WITH NEW SHET SOFTWARE

OUR ONGOING COMMITMENT TO SAFETY AND STREAMLINING PROCESSES

To further strengthen our processes and systems, PYBAR have implemented a new Safety, Health, Environment and Training (SHET) management system.

INX is an enterprise-scale software solution that is an easy to use, efficient system. The main benefits are that it streamlines the way we manage our people and processes in areas across our business including safety, health, environment and training, providing timely and accurate information.

INX is comprised of various modules and its integrated nature means that all relevant information between departments is automatically updated and available as needed. Whether in the office, travelling or on site, the information we need will be mobile and at our fingertips! It will definitely cut out a lot of paperwork and current manual systems.

SAFETY FIRST. The INX system follows logical workflows for capturing and reporting incidents and events, conducting investigations, assigning tasks and actions, identifying causes and assessing trends. Backed by easy to use reporting systems, it makes the implementation of change easier so that we can be more responsive to safety improvements.

Modules that will be implemented:

- INX InControl: Captures, reports and manages WHS incidents, audits, events, risks, controls and corrective / preventative actions. It will help manage all safety aspects including incidents, actions, audits and checklists;
- INX InControl Mobile: A great way to be able to submit and complete WHS events and checklists directly from a mobile or tablet. You can also upload images, GPS location and actions;
- INX InTuition: Takes care of all employee competencies and training records. It will help to manage and identify gaps in staff competencies, compliances and procedures against their role and assign people to training;
- INX +LMS: Is an online eLearning website that will allow us to deliver training material efficiently, as well as track and record training and assessments through SCORM (sharable content object reference model) compliant packages, multimedia, linked documents, procedures, policies and forums; and
- Lawstream: Is a legislative tool that keeps our teams up-to-date with relevant legislation. It will provide live alerts and a searchable database to aid compliance.

With a culture of innovation and continuous improvement, PYBAR invests heavily in industry leading IT. As a company, we already have industry leading information technology infrastructures, however with the implementation of the INX software and systems, we will further strengthen our business systems at all levels. Targeted go live date is July 2016.

PHO CORPORATE TRAINING

TRAINING FOR OUR MAINTENANCE AND MINING FOREMEN

A new company initiative to provide role specific system and process training for our foremen.

On 19 and 20 January 2016, nine PYBAR mining and maintenance foremen and two project managers attended a two day training session at our Orange head office.

The objective of the training was to provide role specific system and process training to staff across the business, enabling them to effectively use PYBAR's systems and processes in the areas of SHET, business systems, HR, inventory and supply.

Representatives from several PYBAR business units delivered the training. Role specific, practical systems and processes training was also covered where maintenance and mining foremen were divided into separate groups for targeted training.

Added to this was the opportunity for the attendees to network with their peers who are normally based at projects around Australia. It was a great chance to discuss common workplace issues and experiences and get to know socially some of our management team.

Our CEO Paul Rouse said that he saw value in an annual mining and maintenance foremen meeting based on the feedback from the attendees who valued the opportunity to network with their peers and keep up-to-date on PYBAR's systems and processes.

PYBAR mining and maintenance foremen who missed this session also had the opportunity to attend another scheduled training session held on 8 and 9 March 2016.

CORE AWARD – A WINNING SERVICE

CLEARING THE ROAD TO THE PHILIPPINES

Assisting with the mobilisation of the RBR600-VF to the Philippines, senior raise bore driller McLean Edwards was nominated in January 2016 for the PYBAR CORE Awards.

McLean's attention to detail paid dividends when before shipment of the three drill bits with the RBR600-VF headed for the Philippines, he noticed the bits had an incorrectly specified pipe thread.

It's this sort of commitment to detail that won McLean the January CORE award for the Raise Bore / Drilling division. McLean comments, "The drill bits aren't cheap and they aren't easily located half way up a mountain side in Asia. We managed to get them swapped out in time before the equipment was packed."

Well done McLean and congratulations for being one of our January CORE Award winners.

SAFETY SERVICE RESPECT RESULTS CORE AWARDS

We encourage you all to nominate someone that you feel deserves this.

SUPPORTING LOCAL CHARITIES IN W.A.

RONALD MCDONALD HOUSE, ROYAL FLYING DOCTORS AND GOLDFIELDS CHILDREN CHARITY

A part of the communities in the areas where we operate, PYBAR continues to support local charities.

With our growing presence in Western Australia, PYBAR is pleased to be able to support several local charities.

We're proud to be able to support Ronald McDonald House in Perth, the WA Royal Flying Doctor Service, as well the Goldfields Children Charity through our sponsorship of the annual Goldfields Children Charity Ball in Kalgoorlie to be held 19 March 2016.

PYBAR's relationship with the Goldfields Children Charity goes back several years, reinforcing our commitment to the people of the Goldfields. The Charity is based in Kalgoorlie, and aims to improve the lives of local people by supporting families with seriously ill children.

The Gala Ball is the Charity's primary fundraising activity and one of the highlights of the Kalgoorlie social calendar. PYBAR will be well represented on the night by some of our local team members who will enjoy a night of entertainment and fundraising.

Ronald McDonald House Charities® Australia

Royal Flying Doctor Service
Western Operations

Goldfields Children Charity®

PYBAR SPONSORS WA SCHOOL OF MINES

OUR COMMITMENT TO DEVELOPING YOUNG INDUSTRY PROFESSIONALS

PYBAR is pleased to announce its partnership with the WA School of Mines Alumni (WASMA) for the second consecutive year.

The WASMA is the graduate association for one of the oldest educational institutions in the state, the WA School of Mines (WASM). WASM has over 100 years of history and over 5000 world-class graduates who have made major contributions to the mining, IT, financial and resources industries.

As part of our commitment to developing young professionals in our industry, PYBAR has undertaken the principal sponsorship.

As WASMA's principal sponsor, PYBAR enjoys a number of benefits including brand awareness, networking and new business opportunities, as well as the opportunity to connect with WASM graduates.

PYBAR has secured the naming rights to the 2016 WASMA Graduation Dinner in Kalgoorlie and the March MineChat event – an informal monthly gathering for WASMA members and other industry professionals.

Building on our already strong position in the eastern states, we have focused on increasing our market position in Western Australia over the last year and we have been rewarded with some significant contracts. Our WASMA sponsorship forms part of this ongoing strategy and reflects our ongoing commitment to the communities in which we operate.

We look forward to building stronger relationships in Western Australia.

WASMA
De Dextram Comitibus

PYBAR SUPPORTING OUR LOCAL COMMUNITIES

CRUISIN' ALONG FOR CANCER CARE WESTERN NSW

Every year, PYBASH Car 095 hits the road for two very important charity bash events; the Cancer Care Western NSW Cruisin' Along bash, and our major annual fundraising bash for Variety, the Children's Charity.

Cruisin' Along was originally born in 2007 to help fund the construction of the Western Care Lodge. Located at the Orange Hospital, the Lodge provides accommodation for cancer patients and their carers from all over western NSW.

With Western Care Lodge now fully operational, Cancer Care Western NSW has turned its attention to raising funds to develop a cancer clinical trial centre at Orange. This will overcome the need for country patients to frequently travel to and from Sydney for treatment.

This year's Cruisin' Along has been dubbed 'The Great Ocean Road Trip'. With Captain Paul Rouse at the helm, the PYBASH team travelled for ten days through Young, Jindabyne, Sale, Lorne, Port Campbell, Echuca and Junee returning to Orange on 20 March.

The trip raises awareness and provides fundraising opportunities for Cancer Care NSW – not to mention a lot of fun for the 'Bashers'!

Fundraising is under way for the 2016 event, with donations steadily building. Your support would be greatly appreciated for this worthy cause.

> **PLEASE CONTACT LINDA IF YOU ARE ABLE TO MAKE A DONATION. Linda.Clipperton@pybar.com.au**

Thomas Cutting

EMPLOYEES ON THE RISE

RECOGNISING OUR APPRENTICE FITTERS

Joining the PYBAR team in January 2015, Thomas Cutting at our Hera site, and Pouri Warmington and John Whelpton, both at Red October / Deep South, are transitioning into the next year of their training as Apprentice Heavy Equipment Fitters; second year for Thomas, and third year for Pouri and John.

All three agree that when they started their apprenticeships they were nervous, excited and ready to seize the opportunities provided.

With mechanical and electrical skills including the use of schematics and workshop manuals, operating various types of equipment and safety procedures, John is now looking forward to finishing his apprenticeship and finding new courses and qualifications to add to his existing experience.

Pouri appreciated the chance to help with breakdowns underground - a highlight of his first 12 months on the job. Concentrating on general servicing on heavy equipment, he is starting to 'get into the electrical and hydraulic side of the trade' and is aiming to be a fully qualified fitter for underground breakdowns and servicing within four years.

Last but not least is Thomas who is now one year into his apprenticeship and has been a stand-out PYBAR employee. Nominated and winning the PYBAR CORE award for January at Hera, his colleagues praised Tom for his approach to his job, often going above and beyond what's expected in his tasks.

All regarded as highly valued and respected team members; we congratulate Thomas, Pouri and John on 'Raising the Bar'.

Pouri Warmington

John Whelpton

CELEBRATING A TEN YEAR SERVICE MILESTONE

CONGRATULATIONS TROY!

Regarded as a highly valued and respected team member, we congratulate Troy on completing 10 years of service with PYBAR.

Troy Martyn started work with PYBAR in 2006 as a spray painter at the Parkes workshop. The next 10 years then saw Troy working at Northparkes Mines, Mineral Hill, Tritton and CSA.

Today, you'll find Troy at our Hera site where he is an Agi Operator.

On the personal front, Troy has lived in Parkes, NSW all his life. He loves spending time at home with his wife and three grown up children aged 22, 21 and 18. He enjoys fishing, shooting and holidaying.

A huge thank you Troy for your valued contribution to our company! Cheers to working with you in the years ahead!

Congratulations to Troy Martyn for celebrating 10 YEARS with PYBAR.

CELEBRATING FIVE YEARS SERVICE MILESTONE

As in each edition of our newsletter, we recognise our colleagues who have achieved service milestones.

Congratulations to our employees who have reached their five year service milestones between 1 December 2015 and 29 February 2016.

Start Date	Employee	Location
08/02/2011	Rhiannon Nowlan	PYBAR Head Office
07/02/2011	Steven O'Donnell	Cadia Valley Operations
31/01/2011	Philippe Pearse	Vivien
31/01/2011	Sinclair Bain	Cadia Valley Operations
31/01/2011	David Kennedy	Cadia Valley Operations
31/01/2011	Bradley Longhurst	Cadia Valley Operations
24/01/2011	Gavin Smith	Cadia Valley Operations
24/01/2011	Matthew Richard Ryan	Cadia Valley Operations
24/01/2011	Daniel Burfitt	Cadia Valley Operations
10/01/2011	David Lewis	Cadia Valley Operations

Start Date	Employee	Location
10/01/2011	Michael Fowler	Cadia Valley Operations
04/01/2011	Joel Smith	Cadia Valley Operations
13/12/2010	Brad Collins	Cadia Valley Operations
13/12/2010	Mark Johnson	Cadia Valley Operations
13/12/2010	Wayne Birkin	Cadia Valley Operations
13/12/2010	Matthew Downer	PYBAR Head Office
06/12/2010	Michael Moore	PYBAR Head Office
06/12/2010	Rae Miller	PYBAR Head Office
06/12/2010	James Barry	Cadia Valley Operations
21/02/2011	Scott Kaufman	Cadia Valley Operations

YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS