PYBAR
MINING SERVICES

NEWSLETTER

ISSUE 07 / SPRING 2016

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A MESSAGE FROM OUR CEO

WELCOME TO OUR SPRING 2016 NEWSLETTER

We have witnessed a lot of change since the last newsletter. The weather has finally turned and in Orange the improvement is welcome after a really wet period in the months of June and July. The district dams have seen significant intakes and the country is looking good. All we need now is a bit more sunshine.

On a Company note the rebound in the resources industry has continued and our Technical Services team have been busy submitting tenders and have been successful with some really significant results – especially the Carrapateena project which will add to our work in South Australia. This is a significant project for the state as well as Australia.

SAFETY NEWS

On the safety front I would comment that in July two of our fellow employees recorded lost time injuries. One employee dislocated a knee cap on a hydraulic block whilst operating a loader, and the other employee sustained a back injury while unloading split sets from a light vehicle. We hope that both employees have a speedy recovery. I note that we must be diligent to assess the risks before we start work and follow our safety systems fully, as they are the basis for avoiding incidents and potential personal injury. Remember SAFETY is our first value!

The introduction of the new INX Incident Management and Training software has now been introduced to most sites.

A group of supervisors and safety staff attended a Coaching for Improved Performance course recently and when assignments are completed they will attain the G2 Risk Management qualification. Thanks to Rod Sumner for facilitating the course.

BUSINESS DEVELOPMENT

There has been some further activity in regard to business development with PYBAR being represented at mine expos in the Philippines and Papua New Guinea as part of our strategy to "test the waters" outside of Australia as opportunities arise. We are well underway on our raise boring contract at Didipio mine in the Philippines, having completed our first raise bore hole and the second hole has been started. We are also tendering at another mine in the Philippines as well.

Whilst we are now operating outside of Australia we intend to still focus on the opportunities within Australia as this forms the real base for our operations and future.

Our purchase of Unity Mining Ltd by Diversified Minerals Pty Ltd (an associated entity of the PYBAR Group) is now complete. The Henty mine in Tasmania is focussed on restarting by the end of the year with continued work on geology, resource modelling, processing plant maintenance, mining rehabilitation and restarting underground development and production. The Dargues Gold mine statutory approval process has been finalised and options are being considered for mining and processing. Meanwhile this site is on care and maintenance.

OPERATIONS

We continue to do well at most projects, albeit with some challenges such as excess water inflows and varying ground conditions. Our operations are also expanding with the successful tendering of some new projects.

PYBAR were awarded the contract for Stage 1 of the new Carrapateena project in South Australia, the client being OZ Minerals. The scope involves surface establishment and portal excavation, followed by over 7,000m of decline development over a period of 29 months. This Stage 1 work will be followed up with two additional sections of decline and level development followed by production operations that will be tendered out in the future.

In Queensland, PYBAR have been awarded the early works contract for the Mungana project. The client in this case is Auctus Minerals. Hopefully this early involvement at Mungana will position PYBAR to be successful with the remainder of the work to get the project into production.

We have commenced our commissioning of the MUKI single boom drill at Costerfield in Victoria. This will be a controlled operation so that we can collect operational data which will assist in future pricing and productivities required for tendering of narrow vein orebodies with mechanised operations.

COMMUNITY INVOLVEMENT

The PYBASH team was involved in the NSW Variety Bash from Berowa Waters to Bowen (and Hamilton Island) in August. Thanks to the generosity of our suppliers and clients PYBASH raised almost $55,000 which goes towards supporting special needs children through Variety, The Children's Charity. Variety is a great cause and the Bashers "drive the miles to see the kids' smiles!"

CLOSING COMMENTS

In closing, I would like to thank everyone's efforts in coping with the increasing tenders and challenges that the industry is experiencing. We need to keep focussed on the simple things as well as the big picture.

In particular, as referred to before, we need to endorse and work with our values always in mind – SAFETY, SERVICE, RESPECT and RESULTS.

If we constantly use these as a guide we will continue to work safely and deliver a great product to our clients in what is still a very competitive market.

Enjoy the warmer weather ahead.

Paul Rouse - CEO

PYBAR AND CAPITAL DRILLING JOIN FORCES IN AFRICA

PYBAR ENTERS INTO A PARTNERSHIP AGREEMENT

In April 2016, PYBAR entered into a three year agreement with drilling services company Capital Drilling Limited for the co-marketing of underground hard rock mining services in Africa.

It's been a strategic move for both PYBAR and Capital Drilling to enter into a partnership agreement to facilitate growth. For PYBAR, CEO Paul Rouse said "Our focus remains on the Australian market, however with a large number of potential underground projects in Africa, there is an opportunity to transfer our capabilities to a market that can benefit from our expertise. Partnering with an established player such as Capital Drilling will facilitate any entry into the African market."

POSITIONING PYBAR FOR GROWTH

While some immediate opportunities exist, PYBAR's decision to co-market underground mining services with Capital Drilling was made with a long-term view. Our COO, Brendan Rouse, commented, "Africa has huge potential for mining, underground in particular. However operating in Africa requires a particular skill set that takes time to develop. Capital has been operating in Africa for over 15 years and has the complementary skills we require to offer an effective underground mining service for mining companies in Africa."

Whilst Capital Drilling will complete the exploration services stage of any joint operations, PYBAR will cooperate with Capital by providing valuable knowledge and competence in underground hard rock mining for input into feasibility studies, allowing seamless transitioning from exploration into development and production. Together we believe we will be a genuine force in the underground mining phase.

Most importantly both companies are an excellent cultural fit. For Capital Drilling, Executive Director Brian Rudd said, "PYBAR not only has the experience in underground mining it is also similarly aligned in its decision making and business processes – flexible, agile and focussed on excellent performance delivery for clients."

ABOUT CAPITAL DRILLING

Founded in 2004, Capital Drilling is a London Stock Exchange-listed company and is based in Mauritius. Capital Drilling provides exploration, development, grade control and blast hole drilling services to mineral exploration and mining companies. While Capital Drilling has operated worldwide, it maintains over 15 years of experience in Africa with established and strong relationships. The company operates a fleet of over 90 diamond, reverse circulation, grade control, blast hole, air core and multi-purpose rigs.

Q&A

Q. How did the agreement with Capital Drilling come about?

A. PYBAR has increasingly been evaluating opportunities overseas. Africa in particular has been a market of interest and we were open to partnering to facilitate our entry. While PYBAR has not operated in Africa, we have a number of people within our team experienced in international markets including Africa. That is where the introduction originated.

Q. Why was Capital Drilling our choice of partner for Africa?

A. Simply put, PYBAR do underground mining well but not yet in Africa. Capital Drilling do Africa well but not yet underground mining. Combined, you get excellent capability in underground mining in Africa. Most importantly, our values including safety and service are closely aligned.

Q. Why are we looking at Africa at this particular time?

A. PYBAR are now firmly established Australia-wide. While PYBAR wishes to maintain a primary focus on serving the Australian market, increasingly, the specialised mechanised hard rock mining equipment and methods developed in Australia are proving attractive overseas and notably in Africa.

Q. What can we offer to potential clients in Africa that our competitors can't?

A. Both PYBAR and Capital have a history of being responsive to specific client requirements. By servicing across exploration and feasibility studies, to development and production phases, the experience gained in establishing and operating in each region in Africa is retained throughout. Mining companies in Africa value this.

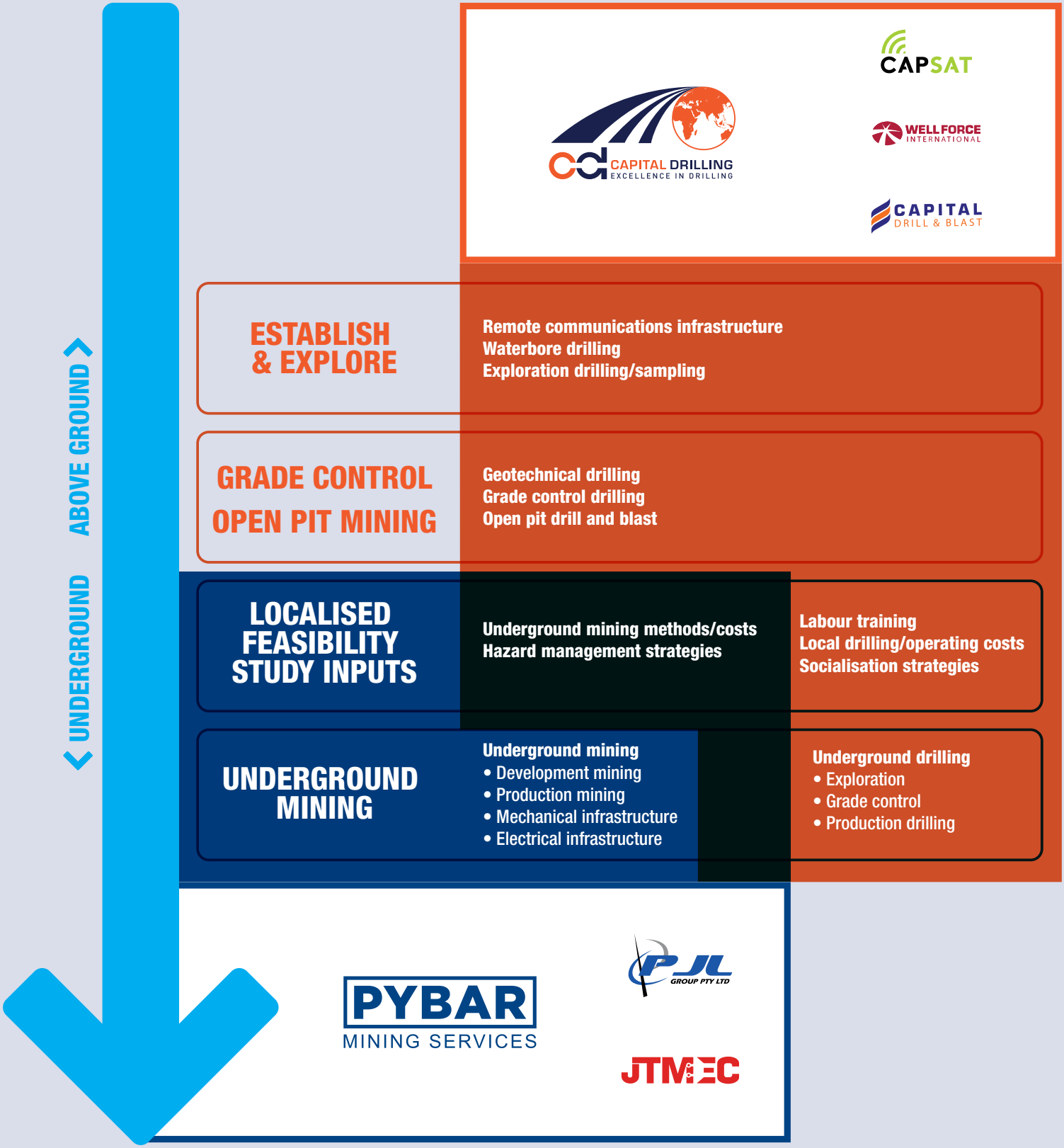
Q. Does the agreement cover only the marketing of services?

A. Yes the agreement only directly addresses in detail the approach to joint marketing of our services. If those endeavours are successful, our agreement covers only the agreed intent to the structure and approach to any subsequent mining phase.

> ***"Partnering with an established player such as Capital Drilling will facilitate any entry into the African market."***

THE PYBAR – CAPITAL DRILLING PARTNERSHIP

A FORCE IN AFRICA



TENDER UPDATE

Our hard working tender team keeps on submitting! In the last quarter, we continue to see success on both sides of the country with the announcement of five new wins.

SOME GREAT FEEDBACK FOR OUR VIVIEN TEAM

In June 2016, Ramelius Managing Director, Mark Zeptner commented as part of an ASX announcement "The Vivien mine is being progressed very efficiently by the Ramelius management team along with our underground contractor, PYBAR, where initial capital development has been completed ahead of schedule and below forecast cost". He continued "this excellent performance during the ramp up at Vivien and apparent out-performance on grade, combined with increasing ore grades from the Percy open pit at Mt Magnet, has the Company very well placed for a strong finish to the financial year".

Well done team. What our clients think of PYBAR and our work is important to us and we appreciate the privilege of working with them.

> *5 tender WINS for PYBAR!*

MINING PROJECTS

Client	Project	Status
Oz Minerals	Carrapateena (development)	WON
Diversified Minerals	Henty (whole of mine)	WON
Auctus Resources	Mungana (rehabilitation and development)	WON
Kasbah	Achmmach mine, Morocco (whole of mine)	Pending
Greenstone Resources (Red 5)	Siana mine, Philippines (development)	Pending
Capricorn Copper	Mt Gordon (whole of mine)	Pending
Evolution	Edna May (portal)	Lost
Saracen	Red October (narrow vein mining)	Lost

SERVICES PROJECTS

Client	Project	Status
St Barbara	Gwalia (paste holes)	WON
OceanaGold	Didipio (raise bored escapeways)	WON
New Gold	Peak (production drilling)	Pending
Newmarket Gold	Fosterville (cable bolting & shotcreting)	Lost

NEW OPPORTUNITIES AT HENTY AND DARGUES PROJECTS

NEW PROJECTS AHEAD FOR PYBAR AS ACTIVITY RAMPS UP AT DIVERSIFIED MINERALS' HENTY & DARGUES PROJECTS

PYBAR Mining Services will be providing mining services for the development and mining of these two high potential projects.

In May 2016, Diversified Minerals Pty Ltd (DMPL) acquired gold mining company Unity Mining, along with its assets, the Henty gold mine in Tasmania and the Dargues gold mine in New South Wales. PYBAR will take on the role of underground mining contractor for both the Henty and Dargues mines.

HENTY GOLD MINE

Henty is an underground gold mine that commenced operation in 1996 and is located in mountainous terrain in the upper Henty Valley on the West Coast of Tasmania.

Unity put it on care and maintenance late last year when the economic mining of existing reserves reached end of life.

DMPL has engaged HMR Drilling Services to undertake a major exploration drilling program to delineate further reserves at Henty and intends to recommence operations as soon as possible, with PYBAR to provide underground development and production services.

The recommencement of operations at Henty gives PYBAR the opportunity to build our presence in Tasmania and create strong ties with the local communities.

DARGUES GOLD MINE

Dargues gold mine is located in NSW approximately 60km southeast of Canberra, near the towns of Braidwood and Majors Creek. Originally discovered in the early 1870s, Dargues was mined for over 20 years via the sinking of a main shaft and development of a small open cut. Additional shafts were excavated between 1870 and 1891 and then again between 1914 and 1916 by various parties.

In 2010, following six years of further exploration, studies concluded that the project would support a viable underground mining operation. In 2011, Unity won approval to proceed with the development and mining of the proposed underground operation, representing the first new gold mine to be approved in NSW since Lake Cowal more than 10 years prior.

The Dargues gold mine will comprise of an underground decline, a run-of-mine pad, temporary waste rock emplacement, crushing facility, gold processing plant, tailings storage facility and associated infrastructure.

DMPL has obtained government approvals to modify the mine plan to expand the mine's operational life, increase the maximum ore extraction and develop additional infrastructure, and will be seeking to commence operations in the first half of 2017.

PYBAR will provide contract services for the development of the underground infrastructure and mine production.

LOCATION, LOCATION, LOCATION

PYBAR'S SYDNEY AND PERTH OFFICES RELOCATE

On the move! PYBAR moves into new offices in the Sydney CBD and mining hub of West Perth.

SYDNEY

After 250 tender submissions, more than 3,000 controlled documents, 100 internal budget models, the execution of 75 contracts and the completion of three major company acquisitions… our Sydney office has moved!

With the approaching end of our existing office lease, (mainly due to the building being earmarked for demolition and redevelopment into apartments), but also with a view to incorporating personnel from Diversified Minerals, PYBAR has secured a new office workspace at Level 10, 56 Pitt Street, Sydney. Taking full advantage of the competitive market rates in Sydney, this will be our third relocation in the last five years.

The new Sydney office features more open plan and collaborative workspaces, good proximity to public transport and high speed data and communications.

Our Sydney office team comprises personnel from technical services, marketing, document control, business systems, and project management, from both PYBAR and Diversified Minerals. The office is still contactable on our existing number (02) 8272 4100.

> ***After 250 tender submissions, more than 3,000 controlled documents, 100 internal budget models, the execution of 75 contracts and the completion of three major company acquisitions… our Sydney office has moved!***

PERTH

Over the last two years, PYBAR has focused on developing our services in Western Australia and it has paid dividends with close to 50% of our business now in Western Australia.

Further strengthening our presence and providing our team easier access to our current and prospective clients, we have made a strategic move into the heartland of mining in Australia, West Perth.

Situated at Level 2, 14 Ventnor Avenue, West Perth, the PYBAR-WA team will be sharing the offices with our electrical partner, JTMEC.

JTMEC is an Australian based provider of multi-level mining electrical solutions with a full range of services including high level programming, manufacturing, high voltage installation, electrical construction, cable and pump sales and repairs, project services, labour hire and onsite support.

Qualified and experienced electrical engineers, draftspeople, and dual-trade recognised instrument electricians offer the capabilities to design and deliver electrical projects safely and reliably.

> ***JTMEC is an Australian based provider of multi-level mining electrical solutions with a full range of services including high level programming, manufacturing, high voltage installation, electrical construction, cable and pump sales and repairs, project services, labour hire and onsite support.***

Inside the brand new Sydney office.

The new PYBAR – JTMEC reception.

BUSY MONTHS FOR MOBILISATION

PROJECT TEAMS MOBILISE RAPIDLY TO SITE FOLLOWING NEW CONTRACT WINS

Following a number of recent contract wins, we have had a busy few months mobilising plant and personnel to the Matilda project in the goldfields of WA, the Carrapateena and Challenger projects in SA, and the Mungana project west of Cairns in QLD.

MATILDA PROJECT

PYBAR is recommissioning underground operations at the gold project's Golden Age and Bulletin ore bodies.

Key data:

- Owned by Blackham Resources
- Located 7km south of the town of Wiluna in WA's goldfields
- Project term: Five years
- Mobilised: June/July 2016
- Scope of works includes supply of labour, plant and materials, underground development and production
  - 23,500m of development
  - 1,500m of vertical development
  - 1,000,000 tonnes of ore to be mined
- Employees: 89

CARRAPATEENA PROJECT

Carrapateena is a greenfields copper-gold project, one of Australia's largest undeveloped copper deposits. PYBAR is commissioned for the initial exploration phase works. The decline will be 6.4m high by 5.5m wide, sized to accommodate an overhead conveyor.

Key data:

- Owned by Oz Minerals
- Located 140km north of Port Augusta in SA
- Project term: 29 months
- Mobilised: August 2016
- Scope of works includes supply of labour, plant and materials to establish the underground mine including, boxcut and portal development, exploration decline and associated level development
  - 7,500m of decline and lateral development
  - 1,500m of surface ventilation raises
- Employees: 50

CHALLENGER PROJECT

PYBAR have been re-commissioning the underground operations at the Challenger mine in SA. The mine is targeting production of approximately 48,000oz of gold per annum from the underground workings. Diamond drilling will be carried out to confirm future potential.

Key data:

- Owned by WPG Resources
- Located 740km north-west of Adelaide in SA
- Project term: 32 months
- Mobilised: May 2016
- Scope of works includes supply of labour, plant and materials for underground development and production
  - 10,000 metres of decline, levels and ore drives development
  - 340,000 tonnes of ore per annum
- Employees: 97

MUNGANA PROJECT

The Mungana mine is an existing high grade zinc mine which was developed up to a depth of 700m before being put into care and maintenance by previous owners, Kagara Zinc. Auctus Minerals has recently purchased the mine and processing facility and is looking to develop the mine as a sub level cave along with other regional deposits. PYBAR is currently commissioned for the initial early works phase.

Key data:

- Owned by Auctus Minerals
- Located 200km west of Cairns in QLD
- Initial project term: Four months
- Mobilised: Late September 2016
- Scope of works includes supply of labour, plant and materials to complete decline rehabilitation works and ore access drives as well as complete further development for a planned sub level cave
  - Rehabilitation of 1,500m of existing workings
  - 900m of decline and lateral development
- Employees: 30

OceanaGold comrades Ruben Babbayong, William Jorge Lachica and Reynaldo Nava.

DIDIPIO MINE UPDATE

RBR600-VF RAISE BORE RIG COMPLETES FIRST VENTILATION SHAFT

On 12 July 2016, PYBAR's Raise Bore Division completed the first of three 5.5m diameter ventilation shafts at the Didipio mine using a Herrenknecht RBR600-VF raise bore rig.

PYBAR commenced works in February 2016 at the Didipio mine project located in the northern province of Nueva Vizcaya, Philippines.

The first ventilation shaft of 135m, 5.5m diameter was located in-pit and was PYBAR's first offshore shaft. The project was completed successfully despite operating at reduced cutter loads while encountering high angle fractures and variable ground conditions in rock strengths up to 270Mpa.

Those challenges aside, PYBAR successfully pilot drilled in 4.5 days and back reamed the shaft in 30 days with no delays. The Sandvik cutters showed little wear when reaming through the hard rock formations.

The RBR600-VF has proven to be a highly effective piece of equipment with its robust and powerful design, mechanised wrench system and drill pipe handling system guaranteeing improved work safety.

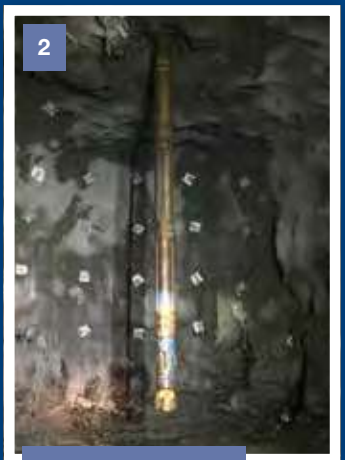
The modular design allows disassembly into small, easy-to-handle units for transportation into the pit and the rig's anti-jamming feature reduced damage to drill rods when rotation pressures peaked.

Well done to our team in the Philippines, led by Phillip Viljoen – PYBAR Raise Bore Superintendent, with special thanks to our OceanaGold Filipino comrades Reynaldo Nava, William Jorge Lachica, and Ruben Babbayong, who provided key support to us in successfully clearing customs, achieving local operating permits and establishing ourselves on site at Didipio.

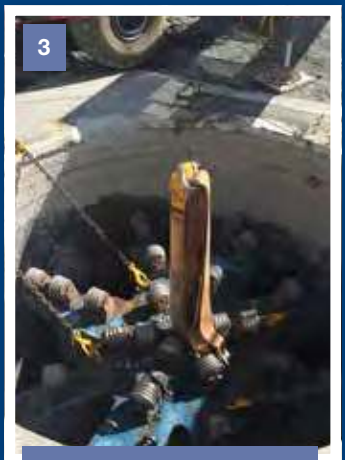
> ***The RBR600-VF has proven to be a highly effective piece of equipment with its robust and powerful design, mechanised wrench system and drill pipe handling system guaranteeing improved work safety.***

DIDIPIO PROGRESS IN PICTURES

Rigged up and ready to go.



Pilot hole breakthrough.



Suspended reamer head prior to extraction.

Extracting the head.

INTRODUCING THE LATEST IN MINE DEVELOPMENT TECHNOLOGY

SANDVIK DD422i JUMBO TRIAL

Aurelia Metals' Hera mine to host training and familiarisation program for PYBAR's new Sandvik DD422i jumbo drill.

In September, Hera will host a team comprised of Sandvik training specialists and a selection of PYBAR mining engineers, jumbo operators and drill fitters for training and trialling of the advanced automated DD422i jumbo. Sandvik trainers will provide theoretical and practical training and assessment prior to, and during live drilling and blasting activities planned for the month of September.

The trials will allow insight into key productivity and safety features of the machine including rig alignment, operator assisted and automated drilling functionality, penetration rate comparisons, drill pattern and cycle time optimisation, as well as under/overbreak optimisation.

Approximately half the PYBAR trainees from the Hera trial will join the Oz Minerals' Carrapateena team in South Australia where a similar machine, Sandvik DT920i, will be deployed (it runs the same operating system, but is fitted with even longer feeds). The remainder of the team will be engaged in Western Australia where the DD422i will be deployed.

> ***This is not just about drilling faster; it is about the quality of the outcome.***

FEATURES OF THE SANDVIK DD422i AND DT920i JUMBOS

The DD422i and DT920i jumbos are fitted with long fixed-feeds:

- DT920i will be fitted with 8m feeds allowing 6.4m drill steels, 5.8m advance per round
- DD422i will be fitted with 7m feeds allowing 5.5m drill steels, 4.9m advance per round

The length of the feeds prevents rock bolting with these rigs so a separate dedicated bolting machine is required.

This is not just about drilling faster; it is about the quality of the outcome.

Not subjecting the machines to the trauma of rock bolting and scaling means they can be better equipped for rapidly and accurately advancing long rounds. Pins, bushes, hydraulic rams and feed rails are more likely to remain tight and straight.

A pre-determined drill pattern can be assigned including hole collar and toe positions, allowing the operator to apply the automated drill functionality or operator assist functions to drill precisely and repeatedly to that pattern.

Higher powered, high frequency drifters (RD525) are expected to provide an improved penetration rate (for most rock types) and reduce hole deviation.

Anticipated benefits of the DD422i

- Better life for tools and consumables
- Less overbreak
- Better productivity
- Consistent drilling results

ALUMINIUM GUARDS REDUCING RISK AND COST

THE MAINTENANCE TEAM PROTECTING OUR LOADERS AT VIVIEN

Fourteen months after cutting the portal, the PYBAR team at Vivien Gold mine have completed over 3km of development and are now stoping.

Preparations for stoping included risk assessment for inclusion of auto-tram guidance functionality on our Cat 1700 loader along with training courses for operators.

With a focus on continued efficiency, one area of cost reduction explored was damage to loaders during tele-remote operations. Whilst tele-remoting removes the operator from the machine in hazardous situations, it can increase the risk of damage. A common problem is window breakage from falling rocks increasing repair costs and production downtime.

A simple yet innovative solution.

The maintenance team designed and fabricated 3mm thick aluminium guards to be fitted to the door to stop rocks from hitting the window. The guards are light weight and can be simply lifted and installed by a single operator and secured in place with a standard safety clip.

The solution costs about the same amount as the replacement of a single window. At a typical rate of eight loader window damage events per year, the business case behind the solution is compelling.

The light weight guard created to help protect damage to machinery.

BUILDING OUR SHET TEAM

WELCOME TAYLA TO THE ROLE OF SHET TRAINEE

Safety is a core value of PYBAR's and it's important that we have the team to support this function for our company.

26 July saw Tayla Solly join our Safety, Health, Environment & Training (SHET) team. Outperforming over 100 applicants for the position and demonstrating her eagerness for the role, Tayla moved to Orange from her family home in Dubbo.

Tayla comes from a strong community background. In 2012, she was awarded an Australia Day award for Leadership Potential by the Tweed Coast Rotary and Cabarita Beach - Pottsville Beach Lions Club. She was also the recipient of a silver and bronze award for volunteering, awarded by the NSW government and presented by Barry O'Farrell in the same year.

Tayla joins our team having previously worked for Laurence & Hanson - Electrical Wholesalers in Dubbo in a customer service role after studying for her Cert III in Business.

On a personal side, Tayla has a fondness for horses and has spent considerable time at the Kamilaroi Equestrian Centre, Cabarita Beach as a horse trainer and coach. While not quite Flemington, for the punters amongst us, she still might be worth having a word to when it comes to selecting a winner on the first Tuesday in November!

As Tayla finds her way around her new role, please introduce yourselves and make her feel welcome.

CORE AWARD WINNERS

RECOGNISING JUNE & JULY WINNERS

A big thank you to everyone who participated in the CORE Awards and put forward their nominations in June and July. Congratulations to all of our nominees and winners! Don't forget to follow us on the PYBAR Facebook page to share and give the nominees and winner announcements the thumbs up!

SAFETY - JUNE

ANDREW CALLAN – SAFETY, SERVICE, RESPECT + RESULTS
A Truck Operator at Burbanks, Andrew has an outstanding worth ethic, taking pride in his work and completing every task safely. He is always happy to help others and has a morale boosting, consistent can-do attitude which rubs off on his work mates. Fantastic work, Andrew!

SAFETY - JULY

CHRISTOPHER WILLIAMS – SAFETY
A Nipper at Mount Isa, Christopher has been recognised for his great hazard identification skills. In his first week he spotted a water leak that could have shut down the whole lower part of the mine. Thanks for saving the day Christopher.

DERRYN TALBOT – SAFETY
Derryn is a Maintenance Foreman at Challenger and has won a Core award for identifying fuel overflow spraying over the exhaust / turbo on one of our trucks. It is good to know someone is looking out for us Derryn.

JAMIE PARAHA – SAFETY
A Jumbo Operator at Deep South, Jamie's colleagues nominated him for identifying and removing a scat (loose rock) from the loading bay area. We are pleased he has taken out the award for July! Good on you Jamie, top bloke to boot.

SERVICE - JUNE

NATHAN STEELE – SERVICE + RESULTS
Nathan is a Fitter at Vivien and has won the award for SERVICE and RESULTS after completing over 16 jobs on his night shift roster. Well done Nathan for taking out two values with your hard work!

BENJAMIN FORRESTER – SERVICE + RESULTS
Benjamin is a Jumbo Operator at Hera and has been recognised for always going the extra mile to meet targeted production. An excellent effort Benjamin, well done and thank you.

CE'NEDRA SKELLY – SERVICE
Ce'Nedra is a Site Administrator at Mount Isa, nominated by her colleagues for facilitating the recruitment process and familiarising new starters, particularly the Nipper recruits. Great job!

SERVICE - JULY

KACIE SCHMIDT – SERVICE + RESULTS
Nominated for SERVICE and RESULTS, Kacie is extremely deserving of her Core award. As Site Administrator at Vivien, she goes out of her way to help, no matter how busy she is. She frequently works from home and completes extra shifts to cover transferred staff. You're a star Kacie – thank you.

JOHNATHON GANDER – SERVICE + SAFETY
A Jumbo Operator at Cadia Valley, Johnathon steps up to the plate when necessary! Johnathon acted as Shift Boss for a full swing. It was an extremely productive swing with no injury to personnel. Thank you, Johnathon!

RESPECT - JUNE

AUNDREAU CAIN – RESPECT, SERVICE + RESULTS
Aundreau is a Site Administrator at Challenger and did an incredible job setting up the admin function. During testing times at start up, she resolved issues cooperatively and professionally, at times going above and beyond the duties of her role. Great result, Aundreau.

RESPECT - JULY

PHIL GEARY – RESPECT, SAFETY, SERVICE + RESULTS
Nominated for all four PYBAR values, Phil has won his Core award for not only following procedures and directions, but always giving that little bit extra. Thank you for all your hard work as a Bogger Operator at Burbanks, Phil - taking out all four values!

RESULTS - JUNE

ADRIAN BYERS – RESULTS + SERVICE
A Bogger Operator at Deep South, Adrian has won a CORE Award for being prepared to lend a hand without being asked. Showing initiative and identifying work that supports others, he gets the job done right, and right the first time. Great effort Adrian.

MICHAEL LONG – RESULTS
A Desktop Support Engineer in head office, Michael has been recognised for responding quickly and handling 'late notice' employee changes efficiently. He provided much needed IT support during the HMR Drilling Services transition and managed a high volume of requests around new starters. Fantastic work – thank you, Michael!

RESULTS - JULY

RORY O'ROURKE – RESULTS, SAFETY, SERVICE + RESPECT
Rory is a Shift Supervisor working at Matilda and is a great example of all our PYBAR values. He has been doing a great job working cooperatively and practically to get everything up and running, at times working extra hours. Well done, Rory.

MICHAEL SROBA – RESULTS + SERVICE
Michael is a Mining Engineer in head office who goes the extra mile. Working late nights and weekends to develop operational budgets and tender estimations, the quality of his work has been exemplary. Thanks for the hard work Michael – it's appreciated.

CLINT SCHMIDT – RESULTS + SERVICE
A Truck Operator at Hera, Clint has won this month's award for dedication and demonstrating initiative. Clint goes out of his way to keep the workplace clean without being asked. He is flexible, works overtime, and swaps crews without hesitation – thank you, Clint.

FITNESS AT WORK

THE GREAT SYDNEY PUSH-UP CHALLENGE

The value of fitness has fantastic benefits in our lives and our Sydney office has embraced it through push-ups!

Results come in many forms. Our Sydney office has embraced a new fitness regime by initiating a push-up challenge to improve fitness and promote teamwork through a group activity.

The push-up challenge started at five push-ups a day, with an additional push-up added to the sequence per day with the target to achieve 100 push-ups per person per day during weekdays, with weekends off to recover.

Stop press! As at day 66, five participants remain in the initial competition, each completing their daily target of 70 push-ups. A second repechage competition is also progressing – the "20-A-Day Club", with seven participants trying to complete 20 push-ups a day until Christmas! To date a combined team push-up total of 22,276 has been completed. Great going team!

Diversified Minerals and PYBAR head office staff have joined in this challenge to improve fitness at work. The team members are so motivated that they continue to participate in the challenge even when they are travelling on site visits, business trips or annual leave.

The classic push-up comes close to a perfect exercise, challenging multiple muscle groups in the arms, chest, back and core to build overall functional strength. Yes - literally every major muscle in your body is called upon to execute the movement!

Major muscle groups, such as your biceps, core muscles, triceps, anterior deltoids and lower body muscle groups are activated to support your body whilst stabilising your movements. Train the most important muscles throughout your body and start a site challenge now!

Any site. Any time.

A FOCUS ON STAFF DEVELOPMENT

SUPERVISOR COACHING FOR IMPROVED PERFORMANCE

Twenty-two supervisory and safety staff attended an in-house Supervisor Coaching for Improved Performance course.

Two courses were run in June, each over two days in Perth. Supervisors were taken through a variety of topics, including:

- leadership and management;
- coaching and supervision;
- unlocking potential in employees;
- goal setting;
- communication;
- trouble shooting;
- problem solving;
- group dynamics; and
- team building.

In addition, the majority of the attendees also completed the nationally accredited G2 Risk Management course, and were taken through PYBAR's systems, working on how best to use them to improve efficiency.

While the course contained a theoretical component, attendees' practical problem solving skills were put to the test with a number of exercises, including the 'Toxic Challenge', a safety challenge and problem solving exercise which involved small cars where participants were required to consider a range of constraints in order to achieve a specified goal.

Team Excellence vs Team Leadership.

Cashing in on the natural competitive nature of mining personnel, the course was structured with two teams competing against each other. 'Team Excellence' won the first course, whilst 'Team Leadership' prevailed on the second course.

Competitive natures aside, the teams shared information and worked together to solve problems.

Pick a Box – working through problem solving task.

Roger Calvert (L) – Castrol Sales Manager NSW Mining, and Rob Agars (R) – Castrol Technical Specialist NSW Mining, personally delivering the bat to PYBAR's Orange head office.

PYBASH CONTINUING TO SUPPORT VARIETY, THE CHILDREN'S CHARITY

THANK YOU, CASTROL!

Each year, we invite PYBAR's business associates to get on board with our Variety PYBASH fundraising efforts.

The support of our partners is greatly appreciated with their contributions directly benefiting children who are sick and disadvantaged.

One of our regular supporters is Castrol Australia. This year, their support came through the donation of a framed Castrol cricket bat, signed by Australian cricketer, Adam Gilchrist.

The bat generated a lot of interest and raised much needed funds at the Variety Bash Gala Dinner held on 30 August.

Thanks Castrol!

FUNDRAISING BOOST

SALE OF USED INTERMEDIATE BULK CONTAINERS BENEFITS DISADVANTAGED CHILDREN

Our PYBASH fundraising efforts have just been boosted by the tidy sum of $2,450 thanks to recycling!

We are always looking for new ways to support Variety Australia through our PYBASH fundraising efforts and who would have thought recycling could be so profitable!

Throughout the year, empty 1,000 litre intermediate bulk containers (IBCs) from NSW projects are cleaned and returned to PYBAR's Orange headquarters for sale to the public.

PYBAR's Assets Administrator, Suzy Isaacs, co-ordinates the pod sales and said "the pods are well sought after; mainly by local farmers and gardeners for water storage. It is very pleasing to be able to donate the sales proceeds to Variety, who support children in need with equipment, therapy and medical supplies". Variety is one of the charities PYBAR supports, with a target to raise at least $33,000 every year to donate to this deserving organisation.

More information on Variety, including the annual B2B Bash in which the PYBASH car and crew proudly participate every August, can be found at the Variety NSW website:

variety.org.au/nsw/

Suzy on the job in Orange.

> ***Variety is one of the charities PYBAR supports, with a target to raise at least $33,000 every year to donate to this deserving organisation.***

> *In 1897, a 460-ounce nugget was found near Wiluna, then the largest found in the colony of Australia.*

Featuring PYBAR!

PYBAR SPONSORS WA MINING CLUB LUNCHEON

MD OF BLACKHAM RESOURCES PRESENTS TO 300 DELEGATES

PYBAR was one of the sponsors of the July WA Mining Club luncheon held at the Hyatt in Perth. Specifically, the luncheon features a speaker and in July Bryan Dixon, the Managing Director of Blackham Resources, was the guest presenter.

Nearly 300 people attended the luncheon where PYBAR's marketing material was clearly present in our banner and images on the screen.

Dave Noort attended the luncheon as part of the sponsorship in support of our client. Fittingly, PYBAR had recently commenced works on the whole of mine contract for Blackham's Matilda mine.

The mine, located 7km south of Wiluna, Western Australia has realised four phases of development over the last 120 years. In 1896, gold was discovered in the region, which was then known as Lake Way. The next phases of development commenced in 1924 and in the 1980s when it was called Wiluna Gold mine.

Blackham is leading the charge on the most recent reincarnation of the mine that has produced many millions of ounces of gold over the years.

On stage with (from left) Neil Watson – President WA Mining Club; Bryan Dixon – MD Blackham Resources; and Dave Noort – Business Development Manager PYBAR.

HMR's new mobile drill rig on exhibit at the Innovation Expo held at the Hannan's Club at the same time as Diggers attracted significant attention.

DIGGERS & DEALERS 2016

A POSITIVE OUTLOOK FOR THE INDUSTRY

PYBAR attended the 25th annual Diggers & Dealers Mining Forum held in Kalgoorlie, Western Australia on 1–2 August.

Manning our stand was Paul Rouse, Brendan Rouse, Lewis Franklyn, Dave Noort, Nick Woolrych and Stewart McLeod – now General Manager of our fully owned subsidiary, HMR Drilling Services.

This year, we had a great position in the Exhibition Hall at Stand 116. Dave Noort comments, "the sentiment was significantly more positive this year and our activity in the market was reflected by a lot of interest in our stand and some of our newer service offerings such as the Muki Micro Combo drill and Atlas Easer L mobile raise boring machine."

DID YOU KNOW?

'Diggers' as it's fondly known, is a must for anyone in the mining game. Did you know that it is now 25 years old?

Masterminded by Peter Briggs and Dr Ron Wise, the first Diggers was held in 1983 at the Windsor Hotel in Perth.

In 1992 Geoffrey Stokes, then the owner of Kalgoorlie's famous Palace Hotel, registered the Diggers & Dealers name and started holding the conference in Kalgoorlie.

Kalgoorlie is one of the world's great goldmining centres with arguably an aura of wealth combined with a touch of sin. Even the game of two-up is 'legal' there all year round!

> ***Masterminded by Peter Briggs and Dr Ron Wise, the first Diggers was held in 1983 at the Windsor Hotel in Perth.***

ONLINE SAFETY

SOME GREAT TIPS FOR TIGHTENING YOUR FACEBOOK SECURITY

Social media is all around us and whilst there are many benefits for us to enjoy, it's also important we know some of the basics on how best to use it!

It's never possible to be fully secure online, however below are some good practices to consider with Facebook.

Firstly, in 'Settings' on your Facebook homepage, move across the various menus to familiarise yourself with some of the security options on your page.

We recommend the 'friends only' (or 'me only' for the tightest security option) selection when referring to who can interact with you on Facebook.

TIMELINE AND TAGGING

- View your account as others see it (allows you to see how private or public your page may be)
- Who can post on your timeline?
- Who can see what others post on your timeline?
- Review tags and comments people make in your posts (before they appear)
- When you're tagged in a post, who do you want to be able to see it?
- Who sees tag suggestions when photos that look like you are uploaded?

PRIVACY

- Who can see your posts?
- Review your posts and things you're tagged in (if you want to do a full audit of your profile to date)
- Who can send you friend requests?
- Who can look you up using the email or phone number provided at sign-up?

BLOCKING

- Blocking someone means they cannot see or post on your timeline, message you or add you as a friend (ads or pages you have liked can also be blocked)
- Add people to a 'restricted list' if you do not wish to unfriend them, but wish to restrict what they can see on your page

FOLLOWING

- You can limit a user from following your page (your updates will not appear in their feed)

OTHER

- Always use strong unique passwords
- Don't login on public WiFi or unknown computers
- Remove 'friends' you have not met
- Always login from the site, not a link
- Don't use check-in or other geotagging features

Remember to always use Facebook and other social media channels responsibly. We hope that these tips are useful in tightening your online security.

ONLINE

MORE DIGITAL!

CHECK OUT OUR CORPORATE VIDEOS!

Did you know that PYBAR has a YouTube Channel, Facebook and LinkedIn pages?

Check out the PYBAR YouTube channel where you will find our corporate videos covering our company, capabilities and the way we work. Feel free to share them on your social channels – we will be, so stay tuned on Facebook.

Follow the PYBAR Facebook and LinkedIn pages where you and your family can see what's new. We will continue to post our latest news and also our CORE Awards nominees and winners. Are you one of them? Share and tag yourself if you are. You deserve it.

> ***Remember to always use Facebook and other social media channels responsibly.***

Q&A WITH OUR PAYROLL TRAINEE

HANNAH HOWARTH JOINS THE HR TEAM IN ORANGE

Meet our new Payroll Trainee in Head Office.

Name: Hannah Howarth

Position: Payroll Trainee

Location: Head Office, Orange

Date Commenced: June 2016

The Human Resources team is excited to introduce Hannah Howarth, who joined the team in June as PYBAR's first Payroll Trainee. Working alongside our Payroll Supervisor, Stacie Manning, Hannah will be provided with extensive training.

During the initial stage of her traineeship Hannah will commence studying a Cert III Business Administration.

Hannah is 20 years old and has an older brother and sister. She enjoys going to the movies, spending time with her family and socialising with friends on the weekends.

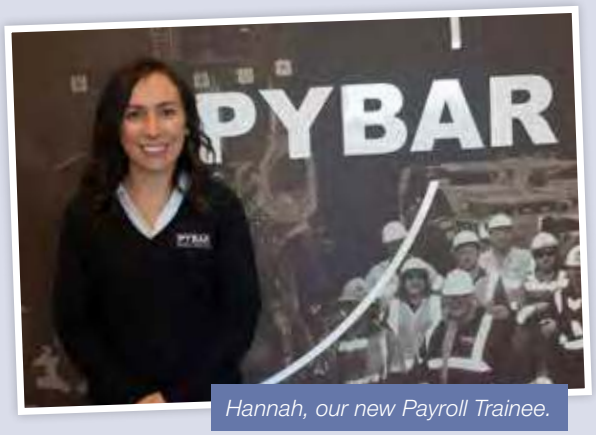
What is your working background?
I previously worked as a Sales Associate for Metricon Homes in Orange. In this role I gained extensive knowledge about working in administration that will help greatly in my new role with PYBAR.

How did you feel after your first day of work?
I felt very excited after my first day because I learnt that there are numerous different skills to be gained in my role and I'm always eager to learn new things.

Now that you have spent more time in the role, is it what you expected?
It is generally what I expected the role to be. Not every day is the same working in Payroll, with some days more challenging than others, but I have a great team of colleagues that are always available to guide me along the way.

What have you learnt and what are you excited about?
I've learnt that being in Payroll is a very important role. It is fast paced and you need to be extremely accurate, although it excites me because I love challenges and pushing myself to my full potential.

What is your key focus for now and the future?
My focus is training in Payroll related activities and to be confident enough to complete pay runs autonomously.



Hannah, our new Payroll Trainee.

A SPECIAL UPDATE ON BRUCE MOORE

THANK YOU FOR YOUR GENEROSITY

A big thank you to everyone who supported our fundraising drive for Bruce Moore, PYBAR's Planning and Reliability Superintendent based at our head office in Orange, who was seriously injured in a cycling accident earlier this year.

We received nearly $8,000 in donations, which will assist Bruce and his family through this difficult time.

Donors went into a draw to win a framed Castrol Racing shirt signed by Mark Winterbottom, Adam Gilchrist, Russell Ingall, Victor Bray, Greg Murphy, Steven Richards and Ben Bray. The prize has gone "straight to the pool room" of lucky winner, Scott Marsden from the Orange office.

We are very pleased to report that Bruce is making a remarkable recovery, and has returned home from rehabilitation months earlier than expected.

The Castrol Racing shirt won by Scott Marsden.

CELEBRATING FIVE YEARS SERVICE MILESTONE

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

Congratulations to the following employees who reached their five year service milestones in the last quarter ending August 2016.

Start Date	Employee	Location
06/06/2011	Mark Connell	PYBAR Head Office
20/06/2011	Ian Irlam	Challenger Gold Mine
29/06/2011	Chriss Penny	Vivien
11/07/2011	Adam Cox	Cadia Valley Operations
18/07/2011	Bill Walls	Mount Isa Mines
01/08/2011	Brandan Ede	Mount Isa Mines
08/08/2011	Cameron Byrnes	Cadia Valley Operations
08/08/2011	Andrew Wallbank	Cadia Valley Operations
29/08/2011	Paul Van Tilburg	Challenger Gold Mine

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

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LEADERS IN UNDERGROUND MINING