PYBAR
MINING SERVICES

NEWSLETTER

ISSUE 08 / SUMMER 2016-17

02 PREPARING FOR GROWTH

04 PIONEERING THE FUTURE OF UNDERGROUND MINING

12 INTRODUCING OUR PYBAR HEROES

LEADERS IN UNDERGROUND MINING

WHAT'S NEW

MATILDA GOLD PROJECT OFFICIALLY OPENS

The opening follows the project's rapid ramp-up to commercial production and the first gold pour.

READ MORE PAGE 07

IMPROVING STEEL CASING

Innovation improving safety and efficiency, and reducing delays.

READ MORE PAGE 09

INTRODUCING OUR PYBAR HEROES

Meet our 2016 Employee of the Year finalists. Over 400 nominations, 12 finalists, 1 Employee of the Year.

READ MORE PAGE 12

CONTENTS

WELCOME	A Message from our CEO / 01
BUSINESS UPDATE	Preparing for Growth / 02
	Tender Update / 03
	Pioneering the Future of Underground Mining / 04
AROUND OUR SITES	Carrapateena Kicks Off / 06
	Carrapateena's Eye in the Sky / 07
	Matilda Gold Project Officially Opens / 07
CAPABILITIES & INNOVATION	Update on INX HSE&T Platform / 08
	Improving Steel Casing / 09
VALUES IN ACTION	Core Award Winners / 10
	Introducing our PYBAR Heroes / 12
	A Safety Challenge at Challenger / 14
COMMUNITY	Preventing Men from Dying Too Young / 15
	Supporting an Important Industry Safety Initiative / 15
EVENTS	WASMA Annual Ball 2016 / 16
OUR PEOPLE	Be Mental Health Aware / 16
	Pushing Onwards and Upwards / 17
	Have Your Say! / 17
	Recruitment Ramps Up / 18
	Welcoming New Employees Around our Business / 19
	PYBAR's 2016 Touch Football Team / 20
	Celebrating Five Years Service Milestone / 21
	Merry Christmas! / 21

A MESSAGE FROM OUR CEO

Welcome to our last newsletter for this year. It has been a very strange year going from challenging times with reduction in revenue, to exciting and again challenging times with increased tendering, the commencement of new work and new projects starting, and the resultant increased employment.

PYBAR is set for another interesting year with the establishment of new projects in South Australia, Queensland, New South Wales and Tasmania – all with their various challenges.

SAFETY NEWS

Safety challenges continue and it is well known that the lead up to the Festive Season presents associated distractions both at home and at work.

I urge you to not become complacent and really focus on complying with our safe systems of work and established procedures. Most of our incidents and injuries are related to situations where our policies and procedures are not followed, resulting in injury and equipment damage. Remember, our first value is SAFETY!

Of concern is the number of personal injuries and damage associated with incidents recently. Two of our employees suffered an LTI last month and the trend in the number of minor injuries is of concern. Our monitoring of High Potential Incidents does help to identify future risks but I again ask you all to be diligent in following our procedures and to work safely.

BUSINESS DEVELOPMENT

Our efforts in business development and tendering have shown positive results. Over the last few months PYBAR have been involved in ongoing operations but also had the excitement of starting some new projects. The new Carrapateena Mine in SA has established and commenced decline advance after the successful completion of the box cut. Despite experiencing some early varying ground conditions, the team is engaged to achieve all budgets and we are committed as a company to introducing new technology in collaboration with our client, OZ Minerals. We attended the official opening of the mine early in November.

Work is progressing well at Matilda Mine in WA, and we also attended the official opening of that mine in November. Matilda is an established mine with a new vision as it comes out of a period of care and maintenance.

In QLD, PYBAR commenced an early works programme at Mungana Mine west of Cairns. A tender for further longer term work has been submitted and negotiations are being held at the time of writing, which will hopefully lead to award of contract.

On another front, the recommencement of production at Henty Mine in Tasmania is progressing, with development and production having commenced in the underground section and the refurbishment of the processing plant near completion, our first gold pour is expected in mid January 2017.

The Dargues Gold Mine project review is well under way and we await final approval from the statutory bodies by the end of the year.

In the meantime we are completing a review of all operational options and are having discussions regarding project finance providers.

Overseas, the work in the Philippines continues with its associated challenges. PYBAR have now completed two large diameter raise bored holes and have commenced the third hole. The ground at Dipidio Mine has presented some difficulties however the team continue to carry out the works safely and diligently. PYBAR have also recently been awarded the continuance of labour supply at that mine until the end of 2017.

We recently hosted our Engineers at an Internal Engineers' Forum in Orange where most of our engineers from Orange, Sydney and sites gathered to discuss and present their ideas and observations. This was a great forum for networking and was well received.

We also held our Project Managers' Meeting in late November in Orange where attendees presented project reviews as well as participating in system and industry updates to increase awareness of PYBAR systems, strategies and opportunities.

All in all, it has been a busy few months as our people succeed in establishing new projects and keep momentum up in existing operations in line with our values.

COMMUNITY INVOLVEMENT

Since last newsletter, the PYBASH team has successfully completed the 2016 Variety Bash from Berowra Waters (Sydney) to Bowen in Queensland. The Bash was hampered by rain for a few days confining us to the tar roads but a great time was had by all. PYBAR raised almost $55,000 for the special needs children of NSW, whilst visiting schools and giving donations along the Bash route.

I would like to make special mention of our associated businesses, contractors, suppliers and staff who generously support our charities as well.

The PYBAR Head Office also participated in various fund raising activities including Jeans for Genes day, Australia's Biggest Morning Tea and Variety, as well as PYBAR supporting various community projects in Orange, Cobar, Victoria, Queensland and WA.

CLOSING COMMENTS

The year is almost done. The rush to Christmas has already started and it is a busy time ahead. PYBAR has some really interesting projects coming up and the New Year will be upon us soon.

During the Christmas period I urge all employees and their families to remain safe both at work and at home.

We again look forward to another exciting year for PYBAR as we continue to play a major part in the minerals industry through committing to our values of SAFETY, SERVICE, RESPECT and RESULTS.

Paul Rouse - CEO

PREPARING FOR GROWTH

2016 HAS SEEN OUR COMPANY CONSOLIDATE AND BUILD ON OUR FOUNDATIONS AND CORE VALUES.

Over the last 12 months, we have clearly strengthened our brand in the national market and commenced building our profile in targeted countries. Our focus however clearly remains on Australia.

Some highlights in the last year include:

- Three significant project wins in Western Australia over the last two years as part of our strategy to increase our presence in the state - Matilda, Burbanks and Granny Smith
- Four notable project wins in other states - Carrapateena, Challenger, A1 and Mungana along with Henty and Dargues through Diversified Minerals
- Our first international project - raise boring and development crews at Didipio in the Philippines.

Our COO, Brendan Rouse, steps through PYBAR's growth strategy for 2016 and beyond:

Setting the foundations for future growth

In 2016, we focused on setting the foundations for the future growth of our company.

1. Adding additional capabilities to our specialist drilling division

A number of new rig acquisitions have given us unique additional capabilities and edge in the market, providing our clients with a total underground solution. These include the Herrenknecht RBR600-VF raise bore, the Cubex Aries ITH drill, the Muki Micro jumbo and the Easer L mobile raise bore.

2. Establishing a position as an industry innovator

We have been applying a number of leading edge technologies that we know will deliver value to our clients. In a number of cases we are the first or among the first to apply these technologies giving us a clear competitive advantage and positioning us at the forefront of innovation.

Some notable examples include:

- remote guidance system – first trialled at Hera, we have since rolled this out to most of our sites making this standard practice; and
- the launch of a number of innovations at Carrapateena, which has a vision of becoming Australia's first fully autonomous mine. These include a system for semi-automated bogging which will greatly shorten the face cycle time; an underground wireless real time tracking and data communication system which will enable cost effective highly accurate tracking of equipment and real time communications and task management; the use of a spray-on lining membrane to reduce the risk of loose material falling from the face and; an automated safety system which disables the jumbo when personnel are located in the operating zone.

As well as applying supplied technologies at our operations we are focused on in-house innovation using our own expertise and equipment to deliver productivity and efficiency benefits to clients.

Identifying opportunities to do things better has resulted in our new method for installing steel casing with the Aries ITH drill. The method streamlines the drilling and installation process by using one drill to conduct the drilling, reaming and casing operations while also improving safety, efficiency and reducing delays associated with cranage, suspended loads and hot work and associated management controls in an underground environment.

3. Enhancing our business systems

This year we introduced INX with the objective of providing timely and accurate information and streamlining the way we manage our people and processes across our business including safety, health, environment and training.

4. Establishing a presence in key overseas markets

Of note this year, we:

- commenced our relationship with OceanaGold at Didipio in the Philippines with development crews, raise boring and a recent contract for shotcrete batching;
- formed a partnership with Capital Drilling to explore market potential in Africa; and
- attended three international trade shows in PNG, Philippines and Africa – all generating positive activity.

5. Building and maintaining a motivated, engaged workforce

We have always recognised that our people are our most important asset and our competitive advantage. We genuinely want to retain the expertise and experience in our organisation and take it a step further by rewarding behaviour that exemplifies our values.

In January 2016, we launched the CORE Awards and to date, we have had over 400 nominations and 72 site winners recognised by their own peers on site. From our 12 Employee of the Month finalists will come our first Employee of the Year.

2017 Outlook

Moving into 2017, with a significant workload currently on the books after a rapid ramp up and more work already locked in, it is time to make sure we build on the foundations set in 2016 and continue to deliver on our objectives.

To reflect this, the 2016 Managers' Meeting (held in Orange 24th - 25th November) carried the theme of **'Preparing for Growth'.**

In the year ahead, we will focus on:

- implementation – putting our systems in place and executing them well;
- new technology – leveraging what we have in place to generate returns in productivity and safety;
- expectations – focus on moving the business forward, working together and maximising the resources we have; and
- commitment to targets – continue to proactively focus on all our KPIs, maintaining close communications with our clients and recognising and rewarding achievements.

We will deal with the challenges of the next phase of growth by:

- sharing our knowledge – continuous learning and improvements;
- working together – as a team to deliver on our targets;
- have positive discussions – looking for solutions;
- planning ahead – working smarter, prioritising and paying attention to the detail; and

TENDER UPDATE

> *5 tender WINS for PYBAR!*

It's been a huge last quarter for PYBAR with five projects getting across the line both domestically and internationally. A massive effort has gone in from our teams all around the country as we mobilise into each of these projects with a focus on efficiency and quality of work.

MINING PROJECTS

Client	Project	Status
OceanaGold	Didipio mine, Philippines - Extension to labour hire contract (12 Months)	WON
Hillgrove Mines	Hillgrove mine, NSW - Short term mine development contract (3 months)	WON
Kasbah Resources	Achmmach mine, Morocco - Whole of mine	Pending
Greenstone Resources (Red 5)	Siana mine, Philippines - Development	Pending
Auctus Minerals	Mungana/King Vol, QLD - Whole of mine	Pending
Capricorn Copper	Mt Gordon mine, QLD - Whole of mine	Pending
Diversified Minerals	Dargues mine project, NSW - Whole of mine	Pending
Ramelius Resources	Water Tank Hill mine, WA - Development, production	Lost

SERVICES PROJECTS

Client	Project	Status
Newmarket Gold	Fosterville mine, VIC - ITH drilling	WON
Northern Star Resources	Kanowna Belle, WA - Production drilling	WON
OceanaGold	Didipio mine, Philippines - Batchplant supply and operation	WON
New Gold	Peak mine, NSW - Production drilling	Pending
CMOC	NorthParkes mine E48 vent rise - Raise bore drilling	Pending
Silver Lake Resources	Mount Monger mine, WA - Production drilling	Lost
Independence Group	Bentley mine, WA - Raise bore drilling	Lost

The Sandvik AutoMine Loading-Lite system in operation.

PIONEERING THE FUTURE OF UNDERGROUND MINING

PYBAR LEADS THE WAY WITH THE APPLICATION OF INNOVATIVE TECHNOLOGIES AT CARRAPATEENA

There is a huge trend towards automation and technological innovation in the mining industry as miners strive for greater safety, efficiency and productivity.

The opportunity is even greater for underground projects where development and application of new technology, particularly sophisticated communications infrastructure, has been slower due to the challenging environment.

As technology has advanced, however, solutions such as automated trucks, high precision semi-autonomous drills, various safety innovations and sophisticated communication systems are now being increasingly applied underground, with Australian mines among the early adopters.

PYBAR is taking the lead at the Carrapateena copper-gold project in South Australia by offering some of the latest innovations in support of Oz Minerals' ultimate vision of Australia's first fully autonomous mine.

This vision strongly aligns with some of our values; SAFETY, SERVICE and RESULTS, and is one of our key business development strategies: to position ourselves as leaders in the implementation of innovative technologies that deliver tangible benefits to our clients.

After completion of the Carrapateena box cut development and firing of the portal on schedule at the end of September, a number of innovative initiatives are being rolled out. The success of these initiatives will be closely monitored over the coming months to determine their application at other PYBAR sites.

> *Australia's first fully autonomous mine.*

Reducing risk at the face with spray-on lining membrane

While PYBAR has a good safety record in development operations, the mining industry in South Australia is looking for ways to further reduce risk of injury due to loose material falling from the face. This hazard is greatest when personnel are installing and charging lifter tubes.

To reduce this risk, PYBAR has commenced trials of a spray-on lining membrane at Carrapateena. Developed by a global manufacturer, the liner will secure the face from falling rocks for our drillers, nippers and chargehands. This is particularly important given the face height of 6.5m.

While commonly used in general applications in the coal sector, its application as an alternative to meshing and bolting, or shotcreting the face to protect against rock falls, is a first for the Australian hard rock industry.

Early results have been encouraging. The product is easily applied to the face using our existing spray rigs and cures rapidly. Its evaluation is ongoing.

Lifter tubes are short lengths of poly pipe inserted into the lowest row of holes in a face allowing charging when the holes are covered by drill cuttings and debris.

Improving safety and productivity with an underground wireless communication system

Open pit operations have used wireless communication systems to track, schedule and communicate with personnel and machinery for some time.

Underground, however, conventional Wi-Fi use has been restricted due to its cost, complexity, poor range and location accuracy of no better than 20m.

Now, the commercialisation of an effective and cost efficient high precision tracking and communications technology has the potential to revolutionise underground operations.

The technology developed by an Australian mining ICT developer and supplier, is a wireless communications and high precision tracking system which allows sub-metre accuracy positioning to track and communicate with personnel and machinery underground in real time.

The system, consisting of infrastructure, mobile and personal nodes is powered by core wireless technology invented by the CSIRO and is believed to be the only dual purpose system available globally with this level of capability in the underground environment.

While a number of Australian mines have partially applied this technology for tracking of equipment, we are one of only two mining contractors that have commissioned it for both tracking and data communications.

> *Real time communications underground.*

Our contract with the technology supplier at Carrapateena will see a phased roll out of the system encompassing the installation of the wireless communication and high precision tracking infrastructure and accompanying task management and safety platforms.

The system will allow real time communication and data transfer between supervisors and enabled equipment, allowing tracking of performance and problem solving in real time, rather than post-shift.

Equipment fitted with devices and screens will be visible to other enabled equipment in the work area so operators will be more aware of the proximity of equipment in the immediate area, reducing the risk of collision.

Production information can be directly input to the reporting database by the operators, allowing real-time reporting. Supervisors can improve the planning of activities given their real-time awareness of progress.

In the event of equipment breakdown, maintenance personnel can access the network to assist with diagnosis, parts, technical assistance and repair.

Increasing drill rig safety

Initiatives for the continuous improvement of employee safety and well-being remain a core focus throughout the industry.

A known risk underground is the potential for entanglement in exposed rotating drill steels. While this risk is managed through safety procedures, technology is now available which removes the risk of human error.

At Carrapateena, PYBAR is retrofitting an advanced safety system to its two jumbos on site. This system uses laser scanners to measure the location of people around the drill and automatically disables the functions of drilling and boom movement should anyone inadvertently pass into the area in front of the drill rig while in operation.

Carrapateena is one of the first mines in the world where this system will be deployed.

With SAFETY a core value, this is an important initiative for PYBAR as we continuously seek to improve safety in the workplace.

> *The jumbo safety system has been developed by a company heavily involved in assisting with the development of autonomous cars in Europe.*

Greater productivity with semi-automated bogging

Carrapateena is a high speed development project. Near world record rates of decline face advance are being targeted.

A key innovation initiative at Carrapateena is the application of technology that allows for waste bogging activity while exhausting toxic fumes following blasting. By shortening the face cycle time, it's expected to deliver significant productivity benefits.

The solution is being provided by a leading equipment manufacturer which is fitting its semi-automated LHD system to PYBAR's Sandvik LH621 LHD. The system will allow autonomous navigation capability from the loadpoint to the stockpile without any operator guidance required within the low visibility area. This will optimise the cycle time of the machine as the system can steer the loader up to fourth gear if the roadway is suitable. The system can operate in extreme low visibility which suits the application perfectly - loading can be achieved over shift change and blasting clearance without having an operator underground.

The technology will allow an operator to engage autonomous tramming, switching to conventional tele-remote function for the more complicated activities of bucket filling and dumping at the stockpile. All video and data transfer is via a wireless network over a fibre optic backbone.

Carrapateena will be the first site in Australia to apply this technology for development and stockpile application purposes with installation anticipated in early 2017.

Innovating for a competitive edge

We anticipate exciting safety, productivity and efficiency improvements at Carrapateena as a result of these initiatives. Our early adoption provides an opportunity to establish a strong competitive advantage for both PYBAR and our client.

We'll update you on the progress of these initiatives and we look forward to sharing other innovation programs with you all in 2017.

An operator view of the platform on a tablet PC in the cab.

PYBAR is taking the lead at Carrapateena applying a number of the latest innovations as we work closely with Oz Minerals to realise our mutual goal of the project becoming Australia's first fully autonomous mine.

We anticipate exciting safety, productivity and efficiency improvements as a result of these initiatives and our early adoption provides us with the opportunity to establish a strong competitive advantage for both PYBAR and our client.

CARRAPATEENA KICKS OFF

FIRING OF PORTAL COMPLETED ON SCHEDULE

Despite a challenging deadline, the first firing of the portal at one of PYBAR's – and Australia's – most exciting new mining projects, has been completed on schedule thanks to the efforts of our diligent team of in-house and contracted personnel.

Oz Minerals' Carrapateena copper-gold project in South Australia is one of our latest development contracts and it's playing an important role in further positioning PYBAR as a leader and innovator in underground mining.

With the first firing of the portal completed on schedule, underground development is progressing well thanks to the superb efforts of our team of in-house and contracted personnel.

Boxcut works were completed by our contract partner for civil works, Lucas TCS, which displayed a professional, can do attitude. The quality of the boxcut excavation and the roads now taking shape on site will ensure that the operation will be secure and operational in even the wettest of weather; something that has not been the case in the past with the clay surface making roads impassable after just a few millimetres of rain.

Volumetric Mixers Australia assisted with the mobilisation of a specialised truck-mounted batch system to produce our initial shotcrete and concrete. This proved to be far more efficient and cost effective than driving agi trucks 165km from Port Augusta, where there were limits on hours of operation and a dependence on good weather for dirt road access. Volumetric also provided training for several of our personnel in the operation of their machine.

Craig Carver, PYBAR's new Shotcrete Superintendent, was pivotal in the success of this project which saved us significant upfront costs and ensured the project met its challenging start-up deadline of firing the portal blast on 30 September.

Commissioning of PYBAR's biggest and best tunnelling jumbo, the Sandvik DT920i, is also now underway at Carrapateena. The jumbo is able to comfortably handle the 6.5m x 6.5m Tjati decline dimensions and features a tunnel laser that can position every blast hole in the drilling pattern.

More about our contract

PYBAR was awarded the contract for underground mining services at Carrapateena, one of the country's largest undeveloped copper deposits, in July.

The scope of the works includes construction of a 20m deep box cut, a total of 7500m of decline and lateral development, 1500m of surface ventilation raises, and supply of all surface infrastructure to support the development (offices, workshop, temporary power station).

A change to showcase innovation

Innovation is a key focus at Carrapateena where Oz Minerals is pioneering the concept of a 'mine of the future'. With innovation a key foundation of our business development strategy this year and beyond, this is an exciting project for PYBAR to be involved in as industry innovators. A number of PYBAR-initiated solutions are underway at Carrapateena which are expected to deliver tangible safety, efficiency and productivity benefits to both PYBAR and the client.

Check out the feature article on innovation at Carrapateena on page 4 for more details on some of the exciting initiatives underway, many of which we expect will have applications at our other sites.

> ***Rapid mobilisation is one of our key strengths and we achieved our targets despite the challenging deadline of firing the first portal blast on 30 September.***

Our 'Eye in the Sky' capturing live feeds.

CARRAPATEENA'S EYE IN THE SKY

CAPTURING ALL THE ACTION OF THE PORTAL CUT

PYBAR recently installed a time-lapse camera on site at Carrapateena to capture the boxcut and portal development over a two month period.

PYBAR has cut many portals over its history, recorded with various photos, though never before have we filmed a time-lapse of a portal cut from start to finish.

This innovative idea was brought to the table by PYBAR Technical Services Manager, Scott Todd, and on award of the Carrapateena Early Works Program, it quickly became a reality.

The first challenge was deciding the right location for the camera so it would capture the entire process from the boxcut taking shape, to the blasting of the portal face to the first truck going underground. Once decided, the camera was mounted on a pole 13 metres in the air – a great team-building exercise and a huge achievement for PYBAR, our contract civil mining partner, Lucas, and time-lapse tech provider Fast Media Solutions.

The 'Eye in the Sky' providing live progress feeds

The camera fed live footage direct to the internet enabling our Project Management team to view and log progress each day. Even during a severe storm which toppled power transmission towers in Port Augusta, our 'Eye in the Sky' never missed a photo!

Check it out on our social media!

Filming has now ceased in order to complete the boxcut entry road. Keep an eye out on PYBAR's YouTube and social media channels to check out the footage.

This is a great record of our early works project at Carrapateena; one of the most exciting mining projects currently taking place in Australia.

Congratulations to all team members involved, especially John Jackson who took the lead at Carrapateena and Jack Wood from Fast Media Solutions.

> ***Keep your eye on the PYBAR social media channels for the full video.***

L-R PYBAR COO, Brendan Rouse, Blackham Resources Managing Director, Bryan Dixon and PYBAR CEO, Paul Rouse at the opening.

MATILDA GOLD PROJECT OFFICIALLY OPENS

MAJOR MILESTONE ACHIEVED WITH FIRST GOLD POUR

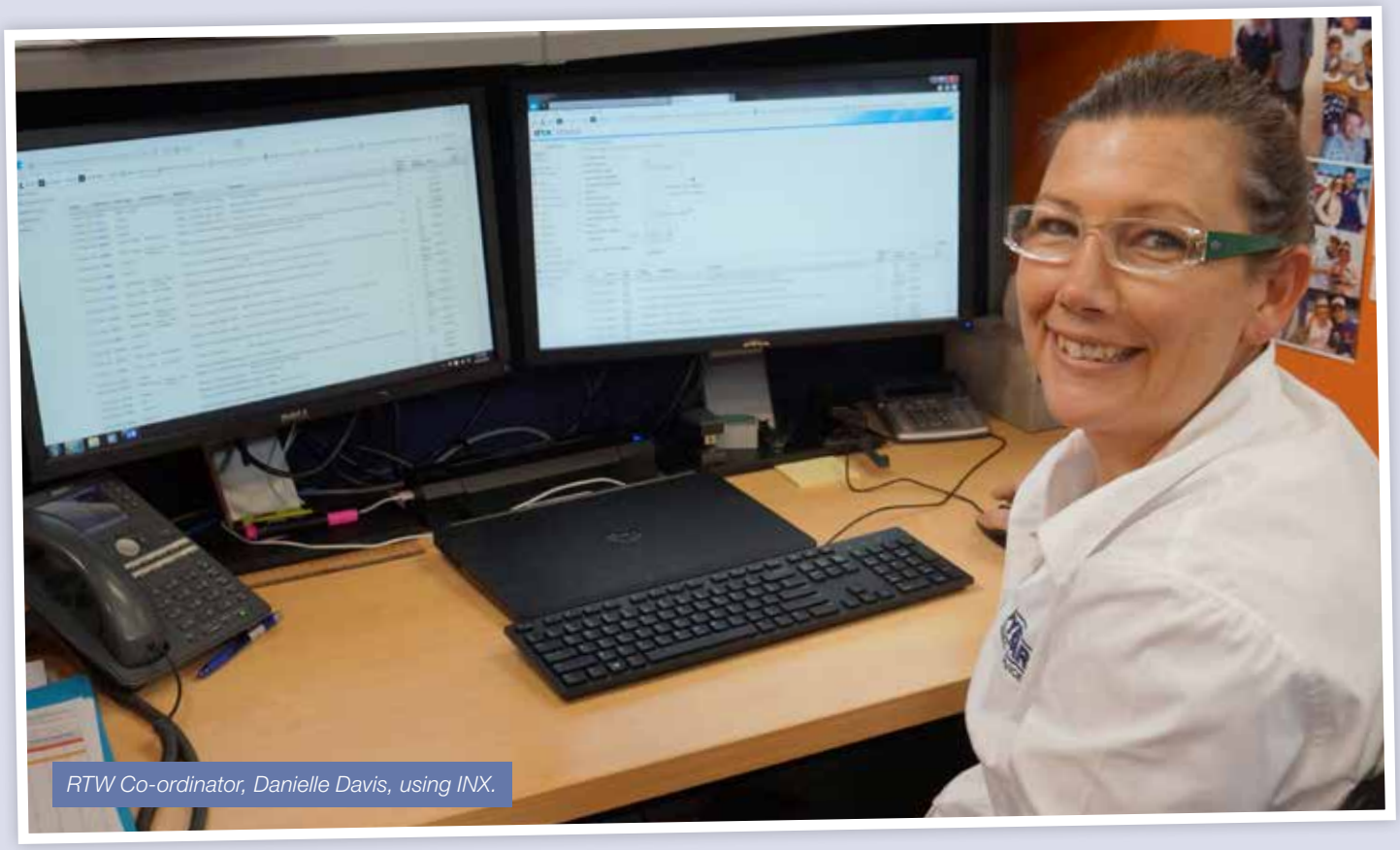
Our CEO and COO attended the official opening of the Matilda Gold Project in November following our rapid ramp-up to commercial production.

The Matilda Gold Project, near Wiluna in Western Australia, was officially opened on Friday 11 November with a ceremony hosted by Bryan Dixon, Managing Director of Blackham Resources and special guest The Hon. Sean L'Estrange, WA Minister for Mining and Petroleum. Our CEO Paul Rouse and COO Brendan Rouse were in attendance to celebrate the progress achieved at the project over the past several months.

The opening followed the project's rapid ramp-up to commercial production and first gold pour in late October – a testament to our team's quick mobilisation, ability to accelerate production timeframes and commitment to SERVICE and RESULTS.

Acquired by Blackham Resources in 2015, PYBAR was awarded the whole-of-mine underground mining contract at Matilda in June 2016 and we began a rapid mobilisation phase shortly thereafter. Re-establishing the old mine has had its set of challenges but we have worked closely with Blackham to overcome these. Development ore mining began in September and Blackham Resources completed its first pour in record time.

The ceremony involved a tour of the Matilda operations followed by lunch and a celebration at the camp.



RTW Co-ordinator, Danielle Davis, using INX.

UPDATE ON INX HSE&T PLATFORM

A BETTER PROCESS FOR IMPROVED SAFETY AND TRAINING

Following a comprehensive mapping and configuration process, PYBAR went live with the INX HSE&T management platform in July 2016.

Over the last few months, PYBAR has been rolling out INX software across our sites.

INX is a web-based and mobile software solution that, once fully rolled out, we anticipate will increase our awareness of risk, improve decision-making, and enable us to better manage incidents. It will also support the tracking and recording of training, competency standards and compliance.

INX will replace the functionality of MinePoint from a safety perspective. "Eventually all incidents, registers, training records etc. will be stored in the one location. SHET and operations personnel will have access to a single source of accurate and reliable data, facilitating effective company-wide analysis and problem solving" said Rod Sumner our Safety, Health, Environment & Training Manager.

With every new implementation process comes learnings and challenges. On the positive side, once we start using it, we'll also get more ideas on how to keep improving the processes. Please keep the feedback loop open – our contact details are below.

Of the three core applications which make up the INX platform, two modules have already been rolled out.

Incident management

The INX InControl application allows a user to manage all workplace incidents in addition to a number of other tasks such as report generation, risk registers, event scheduling and the logging of actions.

Training, competency & compliance

The second app is InTuition, a skills and training management database designed to allow the recording and reporting of training courses, competencies, compliances and procedures.

Learning management

Yet to commence its roll out, the Learning Management System application will benefit PYBAR in how we train and engage our employees. Initial exploration of the program has revealed the potential for significant savings in time and cost of training employees.

With continuous improvement a part of PYBAR's culture, effective implementation of INX and supporting systems will streamline our safety processes, increase employee engagement with our safety system, and create a more proactive safety culture.

We value your feedback and ideas.

CONTACTS:

InControl:
Dan Cruz – Safety Superintendent
daniel.cruz@pybar.com.au

Rod Sumner – Safety, Health, Environment & Training Manager
rod.sumner@pybar.com.au

InTuition:
Luke Turner – Training Co-ordinator
luke.turner@pybar.com.au

Site set up.

IMPROVING STEEL CASING

INNOVATION IMPROVING SAFETY AND EFFICIENCY, AND REDUCING DELAYS

Using our new Cubex Aries ITH drill, our Drilling Division has designed an alternative solution to the conventional welded steel casing method which improves safety, productivity and quality for our clients

We recently received a tender for ITH drilling and installation of steel casing for a paste fill application at St Barbara's Gwalia gold mine in WA.

Our Drilling Division and engineers wanted to streamline the drilling and installation process and as a great example of our values, 'SAFETY, SERVICE, RESPECT and RESULTS' in action, they looked to improve the installation system.

The team's solution was to use the one drill to conduct drilling, reaming and casing operations, as well as improve safety, efficiency and reduce delays associated with cranage, suspended loads and hot works in an underground environment.

Designing the solution

In collaboration with steel casing manufacturers and engineers, a threaded casing installation system (more productive than traditional welded methods) was designed. The method not only cuts project timeframes but also reduces manual handling and logistical issues encountered with the welded method, particularly in long shallow dipping holes. The ability to lift, rotate and lower the casing reduces the risk associated with the casing hanging up or becoming stuck part way down the bore hole – common issues encountered when installing steel casing.

Completely eliminating hot work management controls from the underground environment, the threaded casing system features specially designed external couplings with machined tool joints, and specialised installation tooling and casing hanger. The casing has been engineered to exact specifications and ensures a consistent pressure rating is maintained throughout the length of the installation. The method results in flush internal joints, reducing wear and greatly increasing life expectancy over the butt welded casing method.

For life of mine applications, ceramic coating is also available to further increase the casing life. In addition to paste fill, casing can be manufactured to suit a variety of applications including service holes and rising mains applications.

The Cubex Aries

The Cubex Aries ITH drill, a recent addition to PYBAR's Drilling Division, was designated as the ideal drill for installing the system. While raise bore rigs have previously been used to install steel casing, the highly flexible Aries ITH offers a far greater range of angles where casing can be installed. Costs can be further reduced with longer lengths of casing and elimination of any requirement for a concrete foundation pad.

Productivity gains at Gwalia

The Aries ITH has recently been used to successfully drill, ream and install casing at the Gwalia mine in WA.

The shallow hole angle of 24 degrees below horizontal required a diamond drilled pilot hole. The Aries then reamed the 82m hole to 254mm in diameter and installed the six inch schedule 80 steel casing in a single shift without incident. It is estimated that using welded methods, the casing installation would have taken up to five days.

The results at Gwalia demonstrate the efficiencies achievable with this method. It also improves the safety and quality of casing installation for our clients whilst reducing associated labour costs over conventional steel casing installation methods.

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

> ***Our Drilling Division looked to our core values of 'SAFETY, SERVICE, RESPECT and RESULTS' to see how these values could be incorporated to improve the steel casing installation system.***
>
> ***In addition to increased productivity, we strongly believe this method greatly improves the safety and quality of casing installation for our clients whilst greatly reducing the associated labour costs over conventional steel casing installation methods.***

CORE AWARD WINNERS

RECOGNISING AUGUST & SEPTEMBER WINNERS

SAFETY – AUGUST

STEPHEN O'DONNELL – SAFETY

Bogger Operator Stephen O'Donnell at Cadia Valley Operations has been recognised for his initiative in designing a safety device that stops de-bonded bolts falling out. Great work Steve. It's this attention to detail that protects us all.

PETER SPEER – SAFETY

Peter, a Bogger Operator at Challenger, is very proactive and is always looking for solutions when difficulties arise. Recently whilst pushing the waste dump, Peter noticed the floor was uneven and built a barricade so the truck drivers would not be exposed to any uneven ground when tipping the truck. A very positive change!

SAFETY – SEPTEMBER

MICHAEL JONES – SAFETY, SERVICE, RESULTS + RESPECT

Nominated for all four values, Michael is always willing to lend a hand and assist others when required. Michael is continuously looking to improve his skill set and took the opportunity to train a new truck operator in both hands. He shows patience and always goes over and above the duties of his role as a Truck Operator at Hera. Great job, Michael!

SCOTT MCDONALD – SAFETY, SERVICE + RESULTS

Located at the A1 Gold Mine, Scott works as a Bogger Operator and has taken out the Core Award this month for his demonstration of SAFETY, SERVICE and RESULTS. When asked to bog dirt left from a previous shift, Scott quickly and carefully moved hoses, drill rods and other gear so as not to damage them and got on with the job. We appreciate your hard work Scott – thank you!

SERVICE – AUGUST

DANIEL PRATT – SERVICE

Daniel is a Maintenance Planner at Mount Isa and has won the award for outstanding SERVICE. On multiple occasions Daniel has used his personal car for work purposes to ensure the smooth operation at site whilst the surface vehicle was unavailable. Thank you, Daniel!

RHIANNON NOWLAN – SERVICE

Operations Administrator in the Corporate Head Office, Rhiannon won a Core Award for her willingness to meet operational needs as required for site administration work across the business. This can sometimes be very demanding. With SERVICE one of our values, we appreciate your work Rhiannon!

SHANE DAVIS – SERVICE

Congratulations to Shane who has been recognised during charge up for working well with all crew members to achieve daily targets. He works overtime when requested and completes any job given to him to the best of his ability, safely and without complaint. Fantastic work Shane!

SERVICE – SEPTEMBER

STACIE MANNING – SERVICE + RESULTS

Stacie is the Payroll Supervisor at the PYBAR Head Office in Orange where she has gone above and beyond her role requirements to successfully implement and use PayGlobal to pay our employees working in the Philippines, at HMR Drilling Services, Unity and Henty. Thank you, Stacie!

CHRISS PENNY- SERVICE, SAFETY, RESPECT + RESULTS

A Jumbo Operator at Vivien, Chriss has won his award for demonstrating all four PYBAR values and being an excellent operator. He kept the drill running on nightshift under trying circumstances, always completes quality rounds and bolting, has a fantastic work ethic and achieves results. On top of that, Chriss is a pleasure to work with!

RESPECT – AUGUST

STEPHEN HALL – RESPECT + SAFETY

Steve looks after charge up at Hera and has won a Core Award for always showing respect for the crew and safety. A great example to set, Steve – thank you!

A big thank you to everyone who participated in the Core Awards and put forward their nominations in August and September. 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 SERVICE RESPECT RESULTS

RESPECT – SEPTEMBER

COLLIN BLACKSTOCK - RESPECT

Col, a Jumbo Operator at Mount Isa, has been awarded his Core Award for demonstrating a positive attitude towards the job and other team members on site. His positive approach and collaboration with management allows us to ensure we have fluid team dynamics – RESPECT is an important value of PYBAR's and it's great to see it being recognised in Col's work!

MARTIN AGNEW – RESPECT

Marty is a Driller at Challenger and has been nominated for RESPECT. Having been in the industry for only a short amount of time, Marty has shared numerous skills with his colleagues and offered advice which has been appreciated by his crew. He is an important member of the team!

KOBY RUBENS – RESPECT + RESULTS

Koby has been a positive example for A Crew as the Jumbo Operator and Working Shiftboss during the start-up phase at Henty Gold Mine. He has taken the lead in shift start-up meetings and strived to ensure that tasks are organised and operational outcomes are achieved. There is positive feedback from all departments regarding Koby's attitude, enthusiasm and work ethic!

RESULTS – AUGUST

JOSHUA BAYLES – RESULTS

During the mobilisation phase at Henty, Josh established the maintenance system and supported the site's purchasing and administration obligations. Josh managed the refurbishment of the equipment while assembling and organising his new team. Josh's ability to fulfil a multifunctional role with sustained enthusiasm demonstrates leadership by example; setting the standard for others within the organisation.

KARISSA CLARK – RESULTS + SERVICE

Congratulations to Karissa, a Site Administrator at Matilda for winning her Core Award for SERVICE and RESULTS. Karissa goes above and beyond the requirements of her admin role and recently organised for Engineer, Philippe Pearse, to come to site and assist with the Web-BAR set up for the Matilda project. We appreciate your efforts, Karissa!

CE'NEDRA SKELLY – RESULTS + SERVICE

Site Administrator for both Mount Isa Mine and A1 Gold mine, Ce'Nedra has been nominated for SERVICE and RESULTS. She recently modified the claim sheet to streamline approval by the client which is an improvement that will save a lot of time. A win for all!

RESULTS – SEPTEMBER

VICTOR BUZA – RESULTS

Victor, a Jumbo Operator at Carrapateena, is our September winner for showing fantastic leadership and working well with the crew. Getting RESULTS is part of the PYBAR way – well done Victor!

ADRIAN BYERS – RESULTS

Adrian wins his award for his demonstration of RESULTS in his work. He is regarded as one of the best Bogger Operators on site at Deep South. His jobs are always clean, done quickly and to a high standard. When he's finished his immediate jobs he helps out everyone else without being asked. We are lucky to have you Adrian!

BRETT ROSSER – RESULTS

Nominated for outstanding RESULTS, Brett is a Bogger Operator at Cadia Valley Operations and helped complete a job 12 hours early. Impressive work Brett – well done!

ANDREW FITZALLEN – RESULTS

Our winner from Matilda, Andrew is a Bogger Operator and has won his award for taking care to ensure his paperwork is always filled out correctly and accurately. He showed impressive diligence when the naming of levels was changed over. Congratulations, Andrew!

INTRODUCING OUR PYBAR HEROES

2016 EMPLOYEE OF THE YEAR FINALISTS

400 Core Award nominations in 10 months, 12 finalists, 1 Employee of the Year! It's been a fantastic result from our awesome teams!

PYBAR's Core Awards provide each and every one of our employees an opportunity to recognise our teammates for their work that exemplifies our values in SAFETY, SERVICE, RESPECT and RESULTS.

From January to October 2016, over 400 employees were nominated for the monthly Core Awards, with 72 site winners who then became eligible for our 'Employee of The Year' award.

The process of awarding our Employee of the Year

From the 400 nominees, our Project and Department Managers had the task to select up to two deserving finalists from their site based on a set of criteria. The shortlist was formed, with the contenders narrowed further to 12 finalists for our 2016 'Employee of the Year'.

The winner is ...

From the 12 finalists will come our well-deserved Employee of the Year.

With such great finalists, our Senior Management team will now have the tough job of selecting the one winner for 2016.

The prize

The winner will receive a $1,000 bonus and a trophy, as well as have their name engraved on our perpetual Employee of the Year plaque proudly positioned at our head Office in Orange.

Stay tuned! We can't wait to learn who will be awarded our 2016 Employee of the Year!

MEET OUR 12 FINALISTS

Whilst there can only be one Employee of the Year, there are over 400 winners in every nomination; in particular, our 12 finalists who without exception have worked beyond the call of duty consistently. We hold a tremendous amount of respect for them and extend a huge THANK YOU!

PYBAR HEAD OFFICE

Sybrand Smit

Sybrand is a highly experienced Raise Bore Driller who always puts in his best effort. He looks after the RBR600 maintenance independently and was trusted with the responsibility for its rig up and de-rig. Sybrand works extra hours as required with a positive attitude and is an extremely valuable member of our team.

Christopher Yap

Chris is highly committed to his new role as Estimating Superintendent at PYBAR's Sydney Office, where he is setting a great example with his willingness to take on responsibility and extra work. Chris is always highly efficient, reliable, professional, friendly, positive and helpful across multiple projects and tasks, making him a great role model for our younger engineers. In what can be a stressful role, Chris remains calm, has a strong work ethic and never misses tender deadlines; rather he takes ownership of projects, communicates with respect and delivers results.

Cara Jordan

Cara is our Human Resources Advisor based in our Orange Head Office. She is a hard worker maintaining high workloads and tight deadlines. She shows great initiative, always discussing new ideas on how to improve processes and engage stakeholders and employees. Always positive and energetic, Cara spends many hours training team members and new employees. She takes pride in her work, regularly working above the level of her role and for long hours to meet demand and critical targets. She is a great asset to our team and a role model for demonstrating the PYBAR way with her commitment to our values.

VIVIEN & MUNGANA

Kacie Schmidt

Kacie Schmidt was Vivien's Site Administrator, now transferred to Mungana. She maintains the highest work standards. She is happy to assist others when required and works extra hours assisting with ad hoc tasks such as flight bookings and changes. Kacie has helped every department on site with her streamlined processes, organisation and time management. At one point Kacie covered a six week shift as the only site administrator and still managed to keep on smiling!

HERA

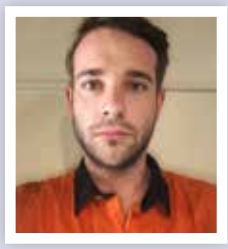
Thomas Cutting

Tom, an Apprentice Fitter at Hera, has earned the trust of his managers and peers to the extent that he is respected as a qualified fitter. He works to a very high standard without constant supervision. Tom is always looking for new work to assist his team members and has done countless overtime hours as required. Tom completes all his work with a happy frame of mind and importantly with a focus on safety.

Benjamin Forrester

Ben is a Jumbo Operator at Hera. Never one to leave something unfinished, Ben always completes the tasks he sets out to do safely and to a high standard. He is happy to train and supervise others and works extra time to get jobs done. Ben shows initiative and helps out on a cable bolter and bogs out sumps if there are no headings to drill. Ben is extremely organised, looks after machinery and always assists charge up at the end of a shift.

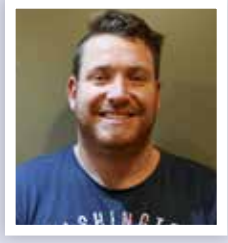
HENTY



Riaan Smith

Riaan is a Graduate Mining Engineer based at Henty. He is organised and a team player with a great attitude. Riaan checks if additional work needs to be done and works overtime to assist others. He provides positive feedback to other personnel in pre-start meetings and is willing to help where necessary. Riaan routinely thinks ahead and leads the way with the number of hazard identifications submitted. With safety at our core, this is so important.

CADIA VALLEY OPERATIONS



Johnathon Gander

A Jumbo Operator at Cadia Valley Operations, Johnathon is a valuable member of the bogging and production team. His knowledge and quality of work is first class and respected by his peers. During the year he was promoted to the Relief Supervisor role, something he embraced willingly. John sets a high standard of work and motivates others with his positive attitude. He is able to step up as required and successfully transitions between supervisor and operational roles within the same crew. A rounded employee, John delivers above and beyond what is expected of him.

CHALLENGER

Peter Speer

Peter is a Bogger Operator who has proven to be a team leader. He is the first to assist others in tasks such as training crew to hang underground ventilation fans, building vent brattices and extending mine services when required. He leads by example and is extremely thorough. He is always punctual in debriefing with his cross shift. Recently Peter took it upon himself to repair the surface of the waste dump which presented problems to the unloading of dump trucks. Peter exemplifies our safety value and his co-workers regularly look to him for advice.

MOUNT ISA

Daniel Pratt

A Maintenance Planner at Mount Isa, Daniel completes all tasks required to a high standard. He is always willing to lend a hand to team members and contributes to the smooth operation of our project. It is not uncommon for Daniel to be ordering urgent parts on his days off or offering the use of his personal vehicle to someone who may require it on site. He is always punctual and works extra hours to ensure the site runs smoothly. Since stepping into his role, Daniel has encouraged a high standard of work from the maintenance team by embodying the PYBAR values.

Collin Blackstock

Collin is a Jumbo Operator at Mount Isa and has been nominated for routinely identifying and rectifying potential hazards. An example was identifying the need for probe drilling into an old ore pass to determine if it had undermined the main access. Collin worked closely with Glencore supervisors to repair ground support at 11L. Collin is punctual and willing to work overtime to ensure the smooth running of our operation. With his positive attitude, new jumbo operators and nippers are routinely paired with Collin for training and familiarisation.

DEEP SOUTH

Adrian Byers

Adrian is a Bogger Operator at Deep South. After only two years, he is regarded as a senior team member providing input into planning and stope recovery on a daily basis. Adrian also provides constructive feedback during pre-starts and safety meetings and his productivity is regularly number one on site. His road works, clean ups, housekeeping, hazard rectification and training of others on technique and remote loading are outstanding. He regularly works overtime to cover absent positions and fills in as a jumbo operator when required.

The Swans attempting the Toxic Challenge.

A SAFETY CHALLENGE AT CHALLENGER

IMPROVING OUR SAFETY SKILLS AND AWARENESS WITH SITE-BASED INITIATIVES

During October, our teams at the Challenger gold mine in South Australia ceased operations for the day to participate in Safety Day.

Encompassing our mining, maintenance, technical services, senior management and support staff teams, the safety day focused on leadership, communication and the identification and control of hazards.

All employees were split into five equal teams and tasked with problem solving five safety drills over the course of the day. Adjudicators were appointed to monitor and measure the performance of the teams using a predetermined scoring regime.

The competitive structure of the day ensured all participants remained focused and the feeling of 'not letting your team mate down' emanated throughout the day.

Adjudicators, while primarily focusing on team performance, also awarded points to individuals who stood out during the activities in the areas of leadership and safety.

THE WINNING TEAM – TEAM HAWKS

- Jon Holden
- Matthew Potter
- Kerry McFarlane
- Greg Watson
- Steve Knight
- Michael Greene
- Kurt Crameri
- Michael Skeggs
- Gary Brown

INDIVIDUAL WINNERS ON THE DAY

- **Leadership**: Ian Irlam
- **Safety**: David Daly

Thanks to Rod Sumner, SHET Manager, for organising an engaging, educational and successful Safety Day.

Exercises in preventative strategies

Teams tackled the following exercises:

- **Toxic Challenge** - required participants to safely remove toxic contents from a container from within a contaminated area, without placing themselves or any of their workmates at risk
- **JSA Drill** - participants had to work together as a team to solve a complex mining related problem using a JSA
- **Manual Handling / Explosives** - required employees to demonstrate their understanding of manual handling principles and site procedures relating to explosives
- **Lifting Exercise** - required the team to operate a remote control crane to conduct a hazardous task, including transportation under power lines
- **Survival Drill** - required employees to rank equipment items in terms of their relative survival value. The purpose being to encourage positive group dynamics and team building
- **Knowledge Quiz** - teams were pitted against each other in a game of strategy which tested their knowledge of work practices at Challenger as well as their ability to think outside the square.

There can only be one winner, however if participation and enthusiasm were a measure, all teams came out on top. Team Hawks eventually edged out the Crows by four points with a score of 268 to 264 on the day. Well done Hawks!

Leading by example

Participation of management from both our client, WPG Resources, and PYBAR should be commended. Management leading by example in such activities is infinitely more powerful than any lecture or management edict.

PREVENTING MEN FROM DYING TOO YOUNG

PYBAR GENTS GROW THEIR MOS IN SUPPORT OF MEN'S HEALTH

November saw many of our PYBAR colleagues taking part in Movember by growing a mo to raise awareness of men's health.

Movember is currently the only charity supporting the men's health cause on a global scale. Awareness and funds raised go towards addressing some of the biggest health issues faced by men: prostate cancer, testicular cancer, mental health and suicide prevention.

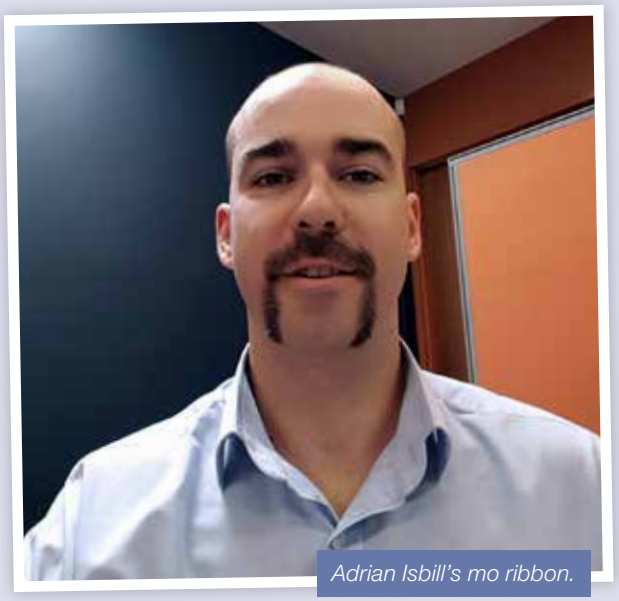
Supported generously by PYBAR and many of our suppliers, our teams raised much needed funds for the charity, which operates independently of government funding.

A great effort by our team and in particular our fearless Movember leader, Drilling Division Foreman, Adrian Isbill. There was a lot of pride in 'growing a mo to save a bro', with great comradery and leadership shown throughout the campaign as Mo Bros and Mo Sistas came together to help the cause.

In total, the PYBAR Movember team raised over $6,000 at the time of going to print.

With SAFETY and RESPECT core values of PYBAR we will continue to find ways to look after our people and communities.

For further details on how to donate visit:
https://au.movember.com/mospace/team/2252162



Adrian Isbill's mo ribbon.

The Movember Foundation was founded in 2003 when two mates met up for a quiet beer in Melbourne. The first Movember saw 30 guys participating at a cost of $10 per person. The guys grew their mos with such enthusiasm that in 2004, the cause was formalised, a company registered and a website built. Thirteen years on, the Foundation has funded more than 1,200 men's health projects around the world. "By 2030, the aim is to reduce the number of men dying prematurely by 25%. – MOVEMBER"

> ***From 30 Mo Bros in 2003 to over 5 million Mo Bros and Mo Sistas to date.***

Teams line up for the Spence Heard Trophy Event.

SUPPORTING AN IMPORTANT INDUSTRY SAFETY INITIATIVE

VICTORIAN MINE RESCUE COMPETITION

Each year since its inception in 1993, the Victorian Mine Rescue Competition (VMRC) has brought together rescue and emergency response teams from sites around Australia to compete in a variety of simulated emergency situations.

Run by the Minerals Council of Australia, PYBAR was delighted to support this year's VMRC through sponsorship and assistance in adjudication. Hosted by Newgold at its Fosterville mine, eight teams competed in the highly regarded and competitive annual event.

Participants included teams from the Fosterville, Costerfield, Stawell, Ballarat, Northparkes, Oscar 1, Evolution and Yallourn mines. PYBAR teams have worked at many of these sites throughout our proud history and strong comradery was evident amongst teams.

One challenge required the freeing of several miners trapped in a four man refuge chamber, some of whom were injured, through the emergency egress hatch. All teams completed this task professionally within the 15 minute time limit, reflecting a high level of skill and their commitment to training.

And the winner is!

The Evolution team took overall honours, with various event trophies also awarded to other teams. Many new skills were gained and shared in emergency situations that we hope will never be put to the test in real life.

Next will be South Australia's turn to test the skills of their mining emergency response teams, where our Challenger and Carrapateena teams will discover what the event is all about. Good luck to those participating on behalf of PYBAR!

> ***Rescuing trapped miners in refuge chambers – one of the many challenges that keep our skills sharp.***

WASMA ANNUAL BALL 2016

GRADUATES AND INDUSTRY ALUMNI CELEBRATE IN MASQUERADE

Supporting education and growth in our industry.

The Western Australian School of Mines Alumni (WASMA) night of nights took place on 22 October when its annual ball was held at the Curtin University stadium Perth. Students and alumni celebrated together in masquerade whilst circus performers twirled from the ceiling, and live jazz band Why Georgia played. Attendees also enjoyed wine and whiskey tastings.

As a principal sponsor of WASMA for 2016, PYBAR was thrilled to attend the event which brings together similar organisations with common interests, including maintaining and supporting the world class reputation of the Western Australian School of Mines.

In attendance was our Business Development Manager, Dave Noort, who quoted "The evening was a great success, there were plenty of opportunities to network with mining company executives and much merriment was had by all".

Next generation

355 guests attended the ball, approximately 30 of whom were current students representing the next generation of mining professionals. WASMA lifetime members were also acknowledged.

Clockwise from far left to right we have: Garry French (JTMEC), Rod Sumner (PYBAR), David Noort (PYBAR), Craig Walker (PJL), Padraig O'Donoghue (VDM Group) and their partners.

BE MENTAL HEALTH AWARE

OPEN COMMUNICATION IS KEY

Mental health issues are common in our industry and it's imperative we keep communication open and the dialogue running to ensure the well-being of our work mates.

Whether FIFO, DIDO, working on a residential mine site or in one of our corporate offices, many of us work long hours and travel varying distances away from family and friends to come to work. We recognise the pressures and stresses this can put on our employees and their families and providing a healthy and supportive workplace is of utmost importance.

Each year, one in five people will experience mental health issues, half of which will not seek help.

The mining industry experiences one of the highest rates of mental health cases in the country. This is largely due to the tough working conditions such as long hours and harsh climates, as well as isolation and separation from family and friends which is common in this industry. Not only does this affect the individual, but also families and fellow co-workers.

We have prevention controls as well as resources in place such as the Employee Assistance Program with Drake Workwise, who provide free and confidential counselling and assistance to our employees. This service is accessible via the PYBAR intranet or by free phone call (1300 135 600) at any time, day or night, and can aid individuals to combat some of the common causes of stress.

One of the most powerful tools we have is communication. Talk to each other about your experiences – good or bad! The more we talk about mental health, the more people feel encouraged to seek help. There's also the old saying 'a problem shared is a problem halved'.

> ***One of the most powerful tools we have is communication.***

Available resources:

- **Drake Workwise EAP** – PYBAR Employee Assistance Program offering free and confidential counselling services. Free call **1300 135 600**, available 24 hours a day, 7 days a week.
- **Lifeline** - 24 hour access to crisis support and suicide prevention services. Call **13 11 14** for 24 hour crisis support or use their online one-on-one crisis support service.
- **Beyondblue** - works to increase awareness and understanding of anxiety and depression in Australia. Call **1300 22 4636.**
- **Mining Family Matters** – an online resource centre empowering mining families – www.miningfm.com.au.

PUSHING ONWARDS AND UPWARDS

OVER 40,000 PUSH-UPS IN TOTAL!

Building fitness at work as a team has been great, especially with the results achieved.

Over the last couple of months many PYBAR and Diversified Minerals employees have taken part in a push-up challenge. The challenge started with five push-ups on the first day, with an additional push-up added to the sequence each day with the aim of reaching 100 push-ups per person by day 95.

By the final day, four staff members completed the challenge with 100 push-ups! A huge effort by our final four, with a total of 5040 push-ups each completed by Ray Zhang, Mick Sroba, Scott Todd and Nick Woolrych.

During the challenge, a '20-A-Day Club' emerged and will continue to power on until Christmas. As a group they have completed just on 40,000 push-ups at the time of going to print.

All participants are feeling particularly proud of their achievements to date and rightly so! This has been an inclusive team building exercise and has produced some incredible RESULTS – one of the PYBAR values. Well done to all those continuing the challenge until Christmas.

100 push-ups completed by (L-R) Ray Zhang, Mick Sroba, Scott Todd and Nick Woolrych.

HAVE YOUR SAY!

THIRD ANNUAL PYBAR EMPLOYEE SURVEY

In October, PYBAR released the annual Employee Survey. Your feedback is valuable to us in order to keep improving our workplace.

Results from the 2015 Employee Survey indicated that 92% of our employees want PYBAR to undertake annual surveys. We collated over 180 employee comments from the survey and presented them to management for review.

> ***Recognising great work!***

Recognising efforts is key and we listened!

Over the last two surveys, employees asked that their efforts and service to PYBAR be recognised – and we listened. In 2016, we launched the PYBAR Employee Engagement and Core Award (PYBAR Employee of the Month/Year) programs which have been well received. These, coupled with birthday and service anniversary acknowledgements and yearly service recognition gifts, have set us on the right path to ensuring your efforts are appreciated.

PYBAR is committed to improvement and positive change.

We appreciate that honest feedback can sometimes be difficult which is why we treat all survey data with the utmost confidence. We have chosen this method of response to ensure you feel confident and able to give genuine feedback – both positive and critical.

2016 has seen PYBAR move through a growth phase with many new employees being recruited for new projects. We want to make sure that we stay in touch with you and listen to your feedback, so we encourage you to have your say!

Induction session.

Integral to all our inductions is our values, which guide the way we work and decisions we make daily.

RECRUITMENT RAMPS UP

RECENT CONTRACT WINS RESULT IN OVER 180 NEW STARTERS

It's been exciting times in the last few months with project mobilisations around the country leading to more people joining our PYBAR and HMR Drilling Services teams.

Our corporate HR team has been in recruitment overdrive recently, with contract wins at Carrapateena (development), Henty (whole of mine), Mungana (rehabilitation and development), Gwalia (pasteholes) and Didipio (raise bore escapeways, labour hire and batchplant supply and operation), among other sites, creating 180 new jobs. With all these new starters, inductions have kept our corporate office very busy!

Welcome to our new team members

First Name	Last Name	Position Description	Location
Glenn	Taylor	Site Paramedic	Carrapateena
Leigh	Witchard	Site Paramedic	Carrapateena
Rebecca	McDonald	Site Administrator	Carrapateena
Matthew	Mills	Shift Supervisor	Carrapateena
Michael	Pilkington	Maintenance Planner	Carrapateena
Robert	Whitington	Maintenance Foreman	Carrapateena
Paul	Cooper	Maintenance Planner	Challenger Gold Mine
Gerald	Carter	Foreman	Challenger Gold Mine
Christopher	Kedzia-Corcoran	Superintendent	Dargues Gold Mine
Mitchell	Moon	Senior Field Assistant	Dargues Gold Mine
Justine	Darke	Site Administrator	Deep South
Robert	Hillary	S & T Coordinator	Deep South
Bradley	Stanton	Maintenance Foreman	Deep South
Genna	Milner	S & T Coordinator	Henty Gold Mine
Marcus	Rigby	S & T Coordinator	Henty Gold Mine
Cameron	Schultz	Senior Mining Engineer	Henty Gold Mine
Michael	Drummond	Maintenance Planner	Matilda Operations
Greg	Bower	Maintenance Foreman	Matilda Operations
Margot	Van Meel	S & T Coordinator	Mungana
Andrew	Axtell	Maintenance Planner	Mungana
Craig	Carver	Shotcrete Superintendent	PYBAR Head Office
Matthew	Antill	Project Manager	Matilda
John	Kovacs	Continuous Improvement Supervisor	PYBAR Head Office
Ethan	Tyrrell	S & T Coordinator	Vivien

WELCOMING NEW EMPLOYEES AROUND OUR BUSINESS

CALLAN HUNT JOINS OUR EXPANDING HR TEAM

Name: Callan Hunt
Position: Graduate HR Advisor
Location: Head Office, Orange
Commencement Date: September 2016

Our HR team is excited to introduce Callan Hunt, who joined the company in September as PYBAR's first Human Resources graduate. Working alongside Cara Jordan, our HR Advisor, Callan will get first-hand experience in a high volume and fast paced recruitment role. Initially Callan will work in recruitment, however as part of our graduate program, Callan will gain valuable skills across a number of HR functions.

Callan has completed a Bachelor of Business majoring in International Business and Human Resources. Outside of work, he likes to keep active by swimming each morning and playing Aussie Rules with the Orange Tigers.

What is your working background?
I am originally from Newcastle where I worked as a lifeguard for five years whilst completing studies. After which I spent a year as a Workers' Compensation Manager in Newcastle. In April this year I made the move to Orange to take up a role working with people with disabilities, assisting them to gain employment in the local community until I landed the role with PYBAR in September.

How did you feel after your first week at PYBAR?
I felt pretty good after the first week in the role. It was full on from the start with plenty of people coming through the pre-employment process but thankfully I had some pretty helpful people around in the HR team that could assist with all my questions and any issues that arose.

Now that you have spent more time in the role, is it what you expected?
So far it's pretty much what I thought it would be. I've been doing a lot of the pre-employment side of recruitment which will hopefully give me a solid foundation to build on going forward.

What have you learnt and what are you excited about?
It's been really great to be able to apply what I studied at university so far. My primary focus since starting has been around the recruitment side of things as that is where a lot of the work has been with a number of start-ups. I'm pretty keen to learn more about the various areas of HR within PYBAR and build my understanding of the field further.

NEW PROCUREMENT OFFICER LEE CHAPMAN JOINS THE TEAM

Name: Lee Chapman
Position: Procurement Officer
Location: Head Office, Orange
Commencement Date: September 2016

Lee's position as Procurement Officer is instrumental in tendering PYBAR's material requirements for our various operations. In her role, Lee will improve supply agreements and contracts, adding value to our organisation by achieving a greater analysis and review of a larger network of suppliers and the PYBAR spend. This will ensure we can buy the best products at the correct price with improved supplier service levels and optimisations.

What is your working background?
I started my working life in the pharmaceutical industry where I have experience working in and managing pharmacies, and selling to pharmacies. I have spent the last six years in regional government, managing procurement and contracts for 15 councils in Central NSW.

What qualifications have you achieved?
I have a BA in Chemistry from Smith College in the US.

How did you feel after your first week at PYBAR?
Excited to be a part of a great organisation and overwhelmed by the amount of data that is available - so many opportunities!

What has been the biggest challenge so far?
Learning the intricacies of the systems and what products are needed for each site and where to purchase them from.

What are you looking forward to whilst working at PYBAR?
Learning about the mining industry and establishing procurement processes to help us get better value for money when purchasing the products we need.

What are your interests outside of work?
Spending time with my young family and riding my horse.

CAMERON ELWELL STEPS IN AS ICT SERVICE DESK ANALYST

Name: Cameron Elwell
Position: ICT Service Desk Analyst
Location: Head Office, Orange
Commencement Date: October 2016

Cameron is a keen techie with a background in IT and communications retail where he has worked at Leading Edge Computers and Telstra (Vita Group). He loves learning about the industry, playing video games and composing songs on the guitar.

What qualifications are you interested in obtaining?
I am looking to get a Certificate IV in Information and Technology: Networking, my MCSE certification and I have always wanted to know a different computer language such as C++, Java, Ruby etc.

How did you feel after your first few days of work?
The first few days of work have been great, everyone is very friendly and due to my role I have spoken to almost everyone already! By the third day it felt as though I had been here for weeks.

What has been the biggest challenge so far?
The biggest challenge so far has been learning all the systems and workarounds used here at PYBAR as this is my first real exposure to enterprise IT. I still have a lot to learn and hopefully soon I will be a lot more confident in providing A1 IT support.

What are you looking forward to whilst working at PYBAR?
The ability to grow and learn in the field of IT and get certifications that will allow me to improve in my role. I have also never been on a mine site before, so when the day comes it will be interesting!

PYBAR'S 2016 TOUCH FOOTBALL TEAM

FEELING THE TEAM SPIRIT

City of Orange Touch Football is a highly competitive competition and the PYBAR team got the 2016/17 season off to a good start winning their first game by way of a forfeit!

During October our PYBAR Head Office entered a mixed team into the very popular City of Orange Touch Football competition.

Following the initial 'win', the subsequent game resulted in a loss to the 'Q All Stars' as the PYBAR team adjusted to playing together for the first time. Working together proved fruitful and a win resulted against 'The Blues' with a convincing 9-3 score the following week!

The Nail Biter

In the most exciting game of the season so far, PYBAR were pitted against the 'Raters of the Lost Park' in the fastest pace game to date. With two disallowed tries for PYBAR and both teams trying to capitalise on errors, PYBAR went down 4-7 but were not disappointed in their efforts!

As a company PYBAR is dedicated to cultivating a supportive team culture both at work and at home. Wish our touch football comrades good luck for the remainder of the season, which runs through until the end of March 2017.

The Team

Back L-R: Luke Turner (SHET Administrator), Aiden Scarr (Purchasing Officer), Jacob Roberts (Trainee Supply Administrator), Mardi Reddan (Receptionist), Matt Downer (Warehouse Coordinator).

Front L-R: Linda Clipperton (Executive PA), Cara Jordan (HR Advisor), Luke Malatesta (Senior Mining Engineer), Shae Bannister (Group Financial Controller).

Absent: Brendan Rouse (Chief Operating Officer), Dan Cruz (SHET Superintendent), Erinne Ostini (Senior Site Administrator), Adrian Isbill (Drilling Division Foreman), Kathryn Isbill, Juanita Viljoen.

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.

Start Date	Employee	Location
5/09/2011	Brian Teyawlar	Cadia Valley Operations
5/09/2011	Laurence Woodhead	Deep South
8/09/2011	Grant Nelson	Cadia Valley Operations
8/09/2011	Peter Simon	Deep South
8/09/2011	Peter Williams	Hera
19/09/2011	Stephen Green	Costerfield Operations
21/09/2011	Robert Belgrove	Deep South
22/09/2011	Nathan Gunton	Deep South
26/09/2011	William Barnes	Cadia Valley Operations
28/09/2011	Mathew Hill	Deep South
11/10/2011	Darrin Maiden	Didipio
17/10/2011	Cameron Bennett	Cadia Valley Operations
17/10/2011	Michael Jeffery	Cadia Valley Operations
17/10/2011	Daniel Stammers	Cadia Valley Operations
17/10/2011	Scott Todd	PYBAR Head Office
18/10/2011	Roslyn Cipollone	PYBAR Head Office
20/10/2011	Dawn Andrews	Cadia Valley Operations
7/11/2011	Mark Hollingworth	Cadia Valley Operations
14/11/2011	Brett Rosser	Cadia Valley Operations
5/12/2011	Stephen Giggins	Cadia Valley Operations
5/12/2011	Ray Zhang	PYBAR Head Office
6/12/2011	Marjorie Trudgett	Cadia Valley Operations
12/12/2011	Forrest Yu	Challenger

Receiving their awards from Paul Rouse are Darrin Maiden, Scott Todd and Bill Walls (who reached this milestone in July).

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

MERRY CHRISTMAS!

WISHING YOU AND YOUR FAMILY A HAPPY AND SAFE FESTIVE SEASON

From the team at PYBAR, we wish you and your family a very Merry Christmas and a warm welcome to 2017.

Over the year, we have all worked hard and if the submissions from the Core Awards are an indication, we've acted in the spirit of the PYBAR values and achieved some great results. No doubt about it, it's all about teamwork.

Christmas is about family and friends. As a small token of our appreciation for your commitment and hard work throughout the year we will be sending to all our employees a Christmas hamper to enjoy with the special people in your lives.

Are your personal details up to date?

Please make sure that your personal details are kept up to date so that we have a valid delivery address for you. Your hamper is scheduled to arrive in December 2016 and will be mailed to the delivery address we have on record.

If your details have changed, please fill in a Personal Details Advice Form, available from your Site Administrator or the PYBAR corporate office in Orange.

PYBAR
MINING SERVICES

PYBAR.COM.AU

HEAD OFFICE
1668 - 1670 Forest Road
PO Box 2154
Orange NSW 2800

SYDNEY
Suite 1, Level 10
56 Pitt Street
Sydney NSW 2000

PERTH
Level 2, 14 Ventnor Avenue
West Perth WA 6005

KALGOORLIE
23 Broadwood Street
Kalgoorlie WA 6430

P 02 6361 4499 **F** 02 6360 2783 **E** pybar@pybar.com.au

LEADERS IN UNDERGROUND MINING