NEWSLETTER

PYBAR MINING SERVICES

ISSUE 09 / AUTUMN 2017

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18 HENTY FIRST GOLD POUR

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A MESSAGE FROM OUR CEO

Another year has gone and the incoming year will be fairly intense as we continue to experience an upturn in the industry with increased work for our tendering teams and the resultant new projects that have been awarded to PYBAR. This means more employment - not just for PYBAR but also for the associated companies within the group: JTMEC (mining electrical), HMR (diamond drilling) and PJL (mechanical and maintenance support).

SAFETY NEWS

Our focus on safety continues but everyone must remember that safety begins with yourself and your actions can affect each other. We have the systems in place to reduce risk and assist us in thinking about the safety consequences prior to carrying out our work. Please use these systems and if unsure ask for further clarification.

> ***Safety is Everybody's Business.***

We have witnessed one of our fellow employees suffer a lost time injury when he slipped down some stairs in a camp. No matter what we do we need to be diligent in our attitude to work and associated duties.

I would also remind everyone of our Zero Tolerance policy on drugs and alcohol. If we elect to work in the mining industry we must adhere to the conditions of employment. Failure to follow the guidelines may result in termination of employment which can cause personal hardship including affecting the family situation. In addition, non-negative results from random and causal drug and alcohol tests has an effect on PYBAR's relationship with clients and our prospects of future work for all.

We will carry out an awareness campaign in the near future to reinforce the importance of our Drug and Alcohol Policy.

BUSINESS DEVELOPMENT AND OPERATIONS

As reported last time, PYBAR was awarded the early works program at Mungana Mine near Chillagoe QLD late last year. PYBAR also submitted rates for the continuing work at Mungana and the nearby King Vol Mine, both owned by Auctus Minerals. In February, we were notified that PYBAR was successful with that tender and we have since commenced under contract at both mines. The heavy rains experienced in North Queensland have hindered access and delayed works somewhat but we are now up and operating at both sites. We'll share more on these projects soon.

In addition, PYBAR has been awarded the contract at Thalanga Mine near Charters Towers. The client is Red River Resources who also has keen interest in regional exploration potential.

PYBAR is continuing work in the Philippines at Didipio with raise boring of large diameter raises with the RBR600 raise bore rig, and now a smaller rig, the RB40 has been mobilised to carry out additional small diameter work. The labour hire arrangement continues as well.

At the Henty Mine near Queenstown in Tasmania we witnessed our first gold pour in January 2017. Operations continue at the mine with a concentrated effort on diamond drilling to detail potential ore areas and possibly locate further reserves to extend the life of mine.

Final approvals have been received for the Dargues Gold Mine in NSW, with mill and underground designs nearing finalisation. Funding alternatives are well underway and almost ready for final review. It is anticipated that surface construction and the decline to underground will be commenced by mid-year.

COMMUNITY INVOLVEMENT

Since last year PYBAR has supported many charities with a focus on relevant organisations in and around the locations that we have operations. Continuing the previous commitment by Unity Mining, PYBAR has recently supported the Braidwood and Majors Creek communities with participation in the races, the rodeo and the local rugby competition. A public information meeting on the Dargues Gold Mine project was held in January and was well received by the community. In Kalgoorlie, PYBAR supported the Goldfields Children Charity Ball which also supports the Royal Flying Doctor Service and Ronald McDonald House.

The PYBAR Bash (PYBASH) team also intends to participate in the Cancer Care Western NSW Cruisin' Along Rally in May as well as the Variety Bash in August – both worthwhile charities that need our support.

CLOSING COMMENTS

Well, the year is off to a blistering start. We have numerous projects starting up and existing sites seem to be stable while some are expanding. We need to maintain our focus on safety and performance as we carry out these challenges. The welfare of our employees is important to us and we will continue to engage all employees at our various sites, regardless of time, distance and location. Our various PYBAR employee recognition initiatives continue to be well received in that regard.

Please join with me on the interesting journey that we at PYBAR are going to experience during 2017.

All the best to everyone.

Paul Rouse - CEO

PYBAR 2016 EMPLOYEE OF THE YEAR

CONGRATULATIONS TO ADRIAN BYERS!

We are delighted to announce our inaugural CORE Awards Employee of the Year - Adrian Byers!

On 1 January 2016, we launched our employee recognition program – the PYBAR CORE Awards – to recognise and reward those who exemplify our core values of SAFETY, SERVICE, RESPECT and RESULTS.

Each monthly site winner's nomination for Employee of the Year was carefully considered and with so many strong candidates, deciding the winner was a difficult task. Of over 400 nominees from all our sites and over 72 site winners over the period January to October 2016, one nomination stood out from the rest – Deep South bogger operator, Adrian Byers.

With a background in shearing, Adrian took up a job in the mining industry in Tasmania in 2007.

He started with PYBAR in 2012 at Cobar and then again in 2014 as a bogger operator at Red October. He transferred to Deep South before the first portal cut was taken in October 2015.

A valued member in so many ways.

Adrian is more than a skilled bogger operator! With a shotfirer ticket, he often assists in charge ups, on the jumbo and is in training on the long hole rig.

"Adrian is a highly valued member of the Deep South team and a very deserving winner of Employee of the Year. If you ask any of his work mates, he is always the first one to lend assistance and the last one to leave a job. He has the respect of jumbo operators and cross shifts, the quality of his work is excellent and on more than one occasion his peers have nominated him as employee of the month for the quality of his work and his commitment to safety," said Evan Thompson, Deep South's Project Manager at the time.

"He listens, coaches others, always puts his hand up to do overtime, is passionate about his job and is a pleasure to work with."

And from the man himself? Adrian says: "Whilst it's very humbling when you receive an award from your peers on site, it's an even bigger personal achievement to be chosen by company management nationwide. I thank everyone involved very much."

The winning nomination.

Adrian's embodiment of the PYBAR values has been demonstrated time and again through:

- excellent road work skills;
- productivity, which is regularly number one on site;
- excellent quality of clean ups as supported by feedback from jumbo operators;
- proactive housekeeping and hazard rectification;
- extensive knowledge and input into planning and stope recovery;
- training others in conventional and remote loading techniques; and
- constructive feedback during pre-starts and safety meetings.

A huge congratulations again to Adrian for taking out our very first CORE Awards Employee of the Year!

Our very deserving Employee of the Year, Adrian Byers.

Employee of the Year Prize Pack

As Employee of the Year, Adrian is presented with:

- A $1,000 loaded eftpos card
- Name engraved on the Employee of the Year plaque at PYBAR Corporate Office
- Personalised trophy
- Personalised certificate

Congratulations again to our 2016 Employee of the Year finalists:

- Ben Forrester – Jumbo Operator, Hera
- Cara Jordan – HR Advisor, Corporate
- Christopher Yap – Estimating Superintendent, Corporate
- Collin Blackstock – Jumbo Operator, Mount Isa
- Daniel Pratt – Maintenance Planner, Mount Isa
- Jonathan Gander – Jumbo Operator, Cadia Valley Operations
- Kacie Schmidt – Site Administrator, Vivien and Mungana
- Peter Speer – Bogger Operator, Challenger
- Riaan Smith – Graduate Mining Engineer, Henty
- Thomas Cutting – Apprentice Fitter, Hera
- Sybrand Smit – Raise Bore Driller, Raise Bore Division

PYBAR WINS THALANGA MINING CONTRACT

A GREAT START TO 2017!

We've had a great start to 2017 with the announcement in February that we were awarded a mining contract at the Thalanga Zinc Project in Queensland.

The Thalanga Zinc Project, owned by Red River Resources, is located 60km from Charters Towers in central Queensland. The project area had an operating mine from 1989 until it went into care and maintenance in 2012. Red River acquired the project from the previous owner in 2014 and is currently focusing on restarting production from three deposits: West 45, Far West and Waterloo.

Development and production mining awarded.

Marking a great start to the year for PYBAR, Red River announced on 13 February that PYBAR had been awarded the contract for development and production mining at West 45. The initial contract period is for approximately two years.

Our CEO Paul Rouse said: "We are delighted to be undertaking the mining contract for the restart of Thalanga. We look forward to bringing our innovative approach to the project and delivering tangible efficiency and productivity benefits."

In a statement to the market on 13 February, Red River said: "[PYBAR has] an outstanding reputation in terms of safety, execution and quality."

Red River's Managing Director Mel Palancian also commented: "The award of the underground mining contract for West 45 is a key step on the critical path to the restart of production at the Thalanga Zinc Project in 2H CY2017. We are pleased to have awarded the West 45 underground mining contract to PYBAR. Red River ran a competitive contract process, and we look forward to working with PYBAR as we restart development and mining operations at West 45."

We have now begun mobilising to site and expect to commence operations shortly. Recruitment is underway for a local team of approximately 55 personnel.

> ***"[PYBAR has] an outstanding reputation in terms of safety, execution and quality" – Red River Resources.***

TENDER UPDATE

> ***5 tender WINS for PYBAR!***

We've had a great start to 2017 winning five new contracts including two whole of mine, placing PYBAR in a very positive position for growth this year. The wins also demonstrate our capabilities to service projects of any size including large-scale projects.

With an extremely busy first quarter for mobilisations and recruitment, we need to maintain our focus on the delivery of service excellence to our clients in accordance to our values. Well done to all involved!

MINING PROJECTS

Client	Project	Status
Auctus Resources	Mungana / King Vol projects, QLD - Whole of mine	WON
Red River Resources	Thalanga mine - West 45 project, QLD - Whole of mine	WON
Mandalay Resources	Costerfield mine, VIC - Development (3 months)	WON
Kirkland Lake Gold	Cosmo and Fosterville mines, NT and VIC - Development and production	Pending
Diversified Minerals	Dargues gold mine, NSW - Whole of mine	Pending
Kasbah Resources	Achmmach mine, Morocco - Whole of mine	Deferred
Greenstone Resources (Red 5)	Siana mine, Philippines - Development	Deferred
Exterra Resources	Second Fortune project, WA - Whole of mine	Lost

SERVICES PROJECTS

Client	Project	Status
Broken Hill Operations	Rasp mine, NSW - Drilling and casing of rising main	WON
Straits Resources	Tritton mine, NSW - Cablebolting	WON
Rio Tinto	Argyle mine, WA - Shotcrete and service crews	Pending
New Gold	Peak mine, NSW - Production drilling	Pending
CMOC	NorthParkes mine E48 ventrise - Raise bore drilling	Pending
Saint Barbara Limited	Gwalia Mine, WA - Raise bores and boxholes	Lost

Our photographer Christian setting up the shot.

SMILE!

PYBAR PHOTOSHOOT AT CARRAPATEENA AND CHALLENGER

Marketing plays an important role in facilitating our growth. To showcase our work and our great teams, a photo shoot was held at our two South Australian client sites.

Late January and early February saw a photographer visit two of our project sites - Carrapateena and Challenger.

Our objective was to showcase where we work, our equipment and teams, as well as some of the initiatives we have in place including our various innovation projects.

Special thanks goes to our clients OZ Minerals and WPG Resources for permitting our photographer on site.

A big thank you also goes to our Project Managers, Jol Jardine, Stephen Berton and their teams for organising access to equipment and their people.

If you were a part of the shoot, look out for your photos in the next editions of our newsletter and other marketing materials and platforms. Here's a snapshot of just some of the great shots we got – see who you can spot!

ERT fire training.

CARRAPATEENA LAUNCHES ERT TRAINING E-NEWS

INFORMING AND INSPIRING SITE CREWS

Innovation at Carrapateena is not just about the technology! The PYBAR and OZ Minerals team has also been innovating in the area of onsite communications, launching in December an 'ERT Training Wrap' e-newsletter to keep the crew informed on what the ERT (Emergency Response Team) is up to each month.

At every one of our sites the ERT plays an integral role in any site emergency. In December, the team at Carrapateena launched a great communications initiative in this area, releasing its first 'ERT Training Wrap' e-newsletter to keep all site staff abreast of the various training programs the ERT members complete each month.

PYBAR's emergency service representatives and site paramedics at Carrapateena, Leigh Witchard and Glenn Taylor, say the newsletter was also created to inspire others to join the ERT and learn invaluable life-saving skills.

"It's a unique opportunity to become part of a site's emergency services. We are actively recruiting new ERT members at Carrapateena to be trained in areas such as fire fighting operations, road crash rescue, breathing apparatus and underground mine rescue, along with medical and ambulance training," they said.

Learning invaluable emergency skills.

During December, ERT members from OZ Minerals and PYBAR were trained in how to use ambulance extrication equipment. In a site emergency, the ERT supports the paramedic in patient treatment so it's important the team knows how to assist with the medical equipment used to stabilise a casualty. The team learnt how to use the new vacuum mattress and KED which are vital to moving a potential spinal injury patient safely to an ambulance stretcher for transport.

> ***Carrapateena's ERT Training Wrap e-news inspires others to join the ERT and learn invaluable life-saving skills.***

In addition to the ongoing onsite training for existing ERT members, the first recruits course was conducted in January and seven Carrapateena ERT members completed road crash rescue, fire team operations and breathing apparatus training. This was facilitated at Prominent Hill and conducted by Fire & Rescue Australia Training (FARAT).

Congratulations to those who participated in this first course and thank you to OZ Minerals, FARAT, Prominent Hill Emergency Services and all the ERT members who attended.

The second recruit course was due to run as this newsletter went to print and will further boost the numbers of qualified team members and provide an invaluable resource to Carrapateena's emergency response capability.

Join your site's ERT!

The majority of ERTs are formed from volunteers within a site's various workgroups and are coordinated by the site Emergency Service Officers (ESO) and management. Most sites need a steady influx of ERT applications from site team members.

ERT training follows a very similar theme throughout most sites and aligns with particular training modules within the Cert III in Mine Emergency Response & Rescue – a nationally recognised qualification.

If you would like to gain some invaluable skills in emergency services, there may be opportunities to join the ERT at your site. Talk to your ESO to find out how to apply.

RBR600-VF setup underground at the drill site.

RAISE BORE DIVISION UPDATE

RIGS CONTINUE TO PERFORM

Our Raise Bore Division had a very busy 2016 and with rigs continuing to perform under our well-trained crews, we expect another productive year ahead.

> ***The Easer, RB40 and RBR600-VF are achieving critical milestones as they successfully complete their projects.***

Easer – Deep South Mine, WA.

The Easer has been at Deep South for 12 months proving its capabilities by successfully completing multiple slots and escape ways.

To date, the Easer has successfully bored over 800m at the mine. When comparing its performance and capabilities to other boxhole slot rigs, the Easer is a clear standout.

Our Easer crew has now completed all the required training to run a well maintained and well organised drilling operation.

RB40 - Didipio Mine, Philippines.

The RB40 has had a very busy and successful year to date, completing multiple projects.

The most recent project for the RB40 includes escape way rises at the Didipio project in the Philippines. A major task was to upgrade its electrical specifications to meet the electrical standards for Philippines underground mines. On its arrival, the rig was audited and permitted for use by the Philippines Mines and Geosciences Bureau.

Since arrival in December the RB40 has completed three escape way rises.

RBR600-VF - Didipio Mine, Philippines.

The RBR600-VF is in the process of completing its first underground 5.5m ventilation shaft after completing three surface 5.5m diameter ventilation shafts at the Didipio mine.

The rig has drilled through rock with a UC strength of >300mpa using a Sandvik reamer, stem and cutters. To date, it has performed well under these ground conditions with penetration rates of 200mm/hr to 275mm/hr.

The project completion date is early 2018 after which the RBR600-VF will return to Australia.

RBR600-VF tramming underground to the drill site.

MUKI TRIAL AT COSTERFIELD

RIG PROVES ITSELF IN MECHANISING NARROW VEIN MINING

In 2016 we acquired a number of unique rigs which have given us a strong competitive edge in the market. One of these new additions, the MUKI Micro Jumbo, successfully completed its first project in October - confirming its game-changing capability for narrow vein mining projects.

In our Winter 2016 newsletter we introduced the MUKI Micro Jumbo and Longhole drill (aka MUKI Micro Combo) which provides us with highly specialised narrow vein mining capability.

Successful first project.

From August to October last year, the MUKI showcased its potential during a three month trial at the Costerfield gold mine in Victoria.

The rig comes into its own when both narrow vein face drilling and production drilling from the same drive, in replacement of the air leg (hand held) method. During the trial, the focus was on trialling the mechanisation of the face drilling part of the cycle but it also completed some ground support and longhole drilling towards the end of the trial period.

The drives at Costerfield are 1.8m wide x 3m high and 2m wide x 3m high. All face drilling was limited to 2m cuts as per the client's request to align with hand held mesh lengths.

A range of face hole sizes was trialled - 33mm, 37mm and 45mm, as well as 89mm and 102mm reamers with the most successful combination being 45mm face holes and 102mm reamers.

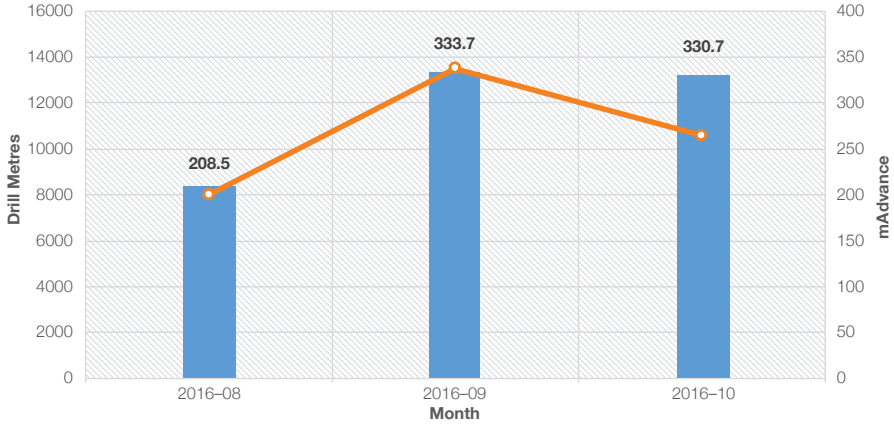
A total of 873 metres of advance was completed in less than three months. Comparably, this is two to three times more advance than could be expected using an air leg, while reducing manual handling! Elimination of other constraints, such as available bogging capacity, would have resulted in additional advance. On multiple occasions, six cuts per shift were achieved.

This is an outstanding result and proves that the MUKI is a real game-changer in drilling technology for narrow vein projects.

An industry game-changer.

The MUKI's capability extends to longhole drilling and rockbolting in drives and stopes 1.8m wide x 3m high. Longhole drilling can be up to 15m long and 76mm diameter using 1.2m, T38 or R32 rods.

Given its significant productivity and safety benefits over air leg drilling, we believe the rig will be of particular interest to mine owners in Victoria and in WA, which is home to the largest number of narrow vein mining operations in Australia.



The outstanding results at Costerfield position the MUKI as game-changing drilling technology for narrow vein projects.

The DD422i at work at Hillgrove's Metz mine.

DD422I JUMBO WRAPS UP AT HILLGROVE

JOB COMPLETED SAFELY, UNDER BUDGET AND ON TIME

In early August 2016, the General Manager of the Hillgrove operations, Scott Jones, phoned our COO Brendan Rouse with a challenge: to complete 435m of decline at the bottom of Hillgrove's Metz mine – by Christmas.

An addition to the PYBAR drill fleet in 2016 was a new Sandvik DD422i long round jumbo with Platinum iSURE specification for maximum precision and fitted with feeds to suit use of 5.5m drill steels.

After completing an initial training exercise at Hera in NSW, the rig was mobilised to Bracken Resources' Hillgrove project in October, also in NSW, to complete 435m of decline development at the Metz mine.

After the project was wrapped up, Scott Jones, GM at Hillgrove, said: "PYBAR performed an excellent job at Hillgrove with the Sandvik DD422i jumbo. They completed the 435m of decline development within both the scheduled time and cost. The technology employed by the Sandvik 422i allowed minimal overbreak and rounds averaging 4.8m. The work was completed with no recordable injuries and the quality of the excavation and ground support installed was first class."

Well done to the team for achieving this outcome under difficult conditions.

Next stop for the DD422i and crew is a stint at Saracen Minerals' Deep South mine in WA.

Precision drilling with the DD422i

The mining industry sometimes refers to this style of jumbo as automated, but in fact that feature is not the predominant benefit of the on-board technology. The real benefits are associated with its precision drilling capabilities.

The rig is aligned at the face via survey-control laser, although survey alignment is not a pre-requisite. Sensors on the booms ensure that blast holes are drilled precisely in accordance with drill patterns designed in collaboration between jumbo operators and mining engineers.

Precision drilling benefits.

The precision drilling supports use of long advance rounds by reducing the occurrence of 'butt' and overbreak. The quality of the rock will always affect the outcome, but competent jumbo operators can apply these tools to produce better, more consistent results – 'less room for error'.

Over the years miners have strived to achieve longer rounds. Twenty years ago, the standard length of drill steel was 3.7m which typically 'pulls' 3m. The DD422i uses 5.5m steels and pulls 4.8m. PYBAR's Sandvik DT920i rig (currently at Carrapateena) is fitted with 6.4m steels and pulls 5.5m on a 1:7 decline.

> ***PYBAR performed an excellent job at Hillgrove with the Sandvik DD422i jumbo.***

TRUCK TELE-GUIDANCE TRIAL AT HERA

REDUCING DAMAGE AND IMPROVING EFFICIENCIES

We have recently launched a number of initiatives in support of our strategy to deliver ongoing value adding benefits to our clients. One of these was introducing tele-guidance systems on our trucks at Hera.

Applying innovative technology that we believe will deliver safety, efficiency and productivity benefits to both our clients and PYBAR is a big part of our current business development strategy.

In November 2016, we fitted our two new AD45 ejector trucks at Hera with a tele-guidance system to improve production efficiencies and reduce risk to machines and operators when reversing down long drives underground while performing stope backfilling operations. The system works in the same way as the current guidance systems fitted on several of PYBAR's production loaders at a number of our sites.

Taking over steering controls.

The system consists of a specially fitted joystick and monitor in the operator's cab with cameras and lasers mounted on the front and rear of the truck, feeding information to the system controls which in turn acts to maintain optimal speed and alignment to suit the drive. When activated by the operator, the system takes over the truck's steering and throttle (speed) controls in both forward and reverse directions eliminating human error when manoeuvring the truck in tight and difficult environments.

Given that a significant part of Hera's mining activities involves the backfilling of stopes, this system has significantly improved our ability to safely and efficiently direct-tip waste into a stope without relying on the operator to steer the truck down long and difficult drives. It has also eliminated the need for developing truck turn around bays near the stope tip heads.

The trucks will remain at Hera for the duration of our contract and given the success of the trial, we are evaluating roll-outs to other sites.

> ***The guidance system has significantly improved our ability to directly tip waste into a stope without relying on the operator to manually reverse the truck down long and difficult drives.***

Tele-remote guidance on trucks: Fast facts!

- The system consists of a joystick and camera in the operator's cab, and cameras and lasers mounted on the front and rear of the truck
- The system must be activated or loaded prior to use, which takes two to three minutes
- When activated it operates the steering, braking and throttle of the truck
- The joystick is used to make minor direction adjustments when under guidance - turning around corners must be done manually
- The truck must be located within a drive and not traverse intersections
- The truck is restricted to first gear and 7km/hr maximum in reverse
- The location of the camera and lasers means obstacles above a certain height such as services, pipes and cables cannot be detected
- Once the truck nears the "tip point" (bund or stop log), the operator takes over control again, dumps the load, then drives forward conventionally
- The system requires standard three monthly service checks, which are conducted by technical experts

CORE AWARD WINNERS

RECOGNISING OCTOBER, NOVEMBER, DECEMBER & JANUARY WINNERS

OCTOBER

PETER SPEER – SAFETY, SERVICE, RESPECT, RESULTS
Bogger Operator, Challenger.
Always doing the job to the best of his ability, Peter has great communication skills which were evident during a stope charge where he managed traffic around the portal area, highlighted a safe truck tipping location and levelled the waste dump to the right gradient. Peter not only excels in his own role, but also trains and mentors less experienced staff.

WADE WALLINGER – RESULTS
Fitter, Vivien.
Wade continually achieves results no matter how busy he is. He recently completed a great stope retrieval and worked a long shift to finish a job, allowing his cross shift to get on with other tasks.

COLLIN BLACKSTOCK – SAFETY
Jumbo Operator, Mount Isa.
Collin has won his award for always being alert. He noticed a crack in the floor of a job, took action and, following protocol, found a solution.

CHRISTOPHER BOASE – SAFETY
Nipper/Offsider, Deep South.
Chris has been recognised for making and installing scaling bar holders and continues to identify areas that need scaling, keeping our workplace safe.

RIAAN SMITH – SAFETY + SERVICE
Graduate Mining Engineer, Henty.
Riaan is proactive in the identification of hazards, leading the way on site with his Hazard Card entries. Riaan works well with the wider team, chases work throughout the shift and completes all tasks to high standards.

MATTHEW NIEKAMP – RESULTS
Charge-Up Operator, Hera.
Matthew has been recognised for always going over and above his role expectations and working efficiently.

KACIE SCHMIDT – SERVICE
Site Administrator, Mungana.
Kacie is helpful with everyone, keeps all departments active in striving towards their goals, and works extra days assisting other sites with their reporting.

MICHAEL LUCKETT – SERVICE
Shotcreter, Carrapateena.
Mick consistently works above and beyond expectations and standard operating hours. He does this whilst maintaining high standards of safety and workmanship.

ADRIAN ISBILL – SERVICE, RESPECT, RESULTS
Drilling Foreman, PYBAR Head Office.
Adrian builds excellent client relationships, delivers results ahead of schedule and has a great ability to identify risks early and evaluate. Along with sound technical knowledge, Adrian maintains a positive attitude in high pressure situations.

PETER ANDERSON – SAFETY + RESPECT
Service Crew, Cadia Valley Operations.
Peter hand scales the work area to improve safety for himself and his colleagues. He is very conscious of his workmates' welfare around site and in hot work areas.

NOVEMBER

ERINNE OSTINI – SERVICE, RESPECT + RESULTS
Senior Site Administrator, Cadia Valley Operations / PYBAR Head Office.
Erinne not only does a great job, she's always helping out others. She maintains a great attitude towards her work and colleagues - nothing is ever a problem.

BLAIR HOEY – SERVICE + RESULTS
Bogger Operator, Hera.
Blair's jobs are always completed neatly and tidily. He does extra shifts if needed, is always willing to lend a hand, is positive, polite, and an all round great worker.

JASON LIM – SAFETY
PJL Fitter, Mungana.
Jason was awarded for his proactive approach to safety - identifying and fixing hazards. His hazard safety compliance is 100%.

MATTHEW ROWLAND – SAFETY + RESPECT
Bogger Operator, Challenger.
Matthew was recognised for administering first aid on a fellow workmate in a time of need and taking charge throughout the whole event. It's in these situations that we depend on our team mates.

DANIEL MORRIS – SAFETY, RESPECT, RESULTS
Raise Bore Offsider, Raise Bore Division.
Always keen to learn, Daniel has demonstrated that he has the skills to competently operate the Easer rig. He also has a very high regard for safety.

DEWAYNE HUTCHINSON – RESPECT
Bogger Operator, Deep South.
Dewayne has a great training approach and has been observed taking the time to clearly explain servicing techniques to another employee in a most respectful and professional manner.

PAUL TOZER – SAFETY, SERVICE, RESPECT + RESULTS
Service Crew, Vivien.
Paul achieves results within designated timeframes and nothing is ever a problem. He set up four headings and off-sided the jumbo for all four. He also hand scaled the four drives, giving 110%.

ANDREW WRIGHT – SERVICE, RESPECT+ RESULTS
Fitter, Henty.
Andrew always goes the extra distance and gives his work mates positive communication. He is a real asset to the Maintenance Department.

STEVEN POZNIK – RESULTS
Chargehand, Carrapateena.
Steven is always planning ahead. He helps others do their job and has a positive and safe attitude.

DARREN HUMPHRIS – SERVICE + RESULTS
Jumbo Operator, Mount Isa Mines.
Darren manufactured new guides and plates so the pito jaws meet compliance with the safety note issued from head office.

A big thank you to everyone who participated in the Core Awards and put forward their nominations in October–January. 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

DECEMBER

MICHAEL KELLY – RESULTS, SAFETY
Bogger Operator, Vivien.
Mick has been recognised for consistently achieving targets safely and professionally. These are valued attributes in our team and the service we deliver to our clients.

HANNAH HOWARTH – SERVICE + RESULTS
Payroll Trainee, PYBAR Head Office.
In the short six months since Hannah joined the payroll team she has conscientiously applied herself. She did a phenomenal job covering payroll whilst her colleague was on annual leave.

DANIEL STANTON – SERVICE + RESULTS
Jumbo Operator, Mt Isa Mines.
Daniel has been nominated for consistently helping and doing his own repairs if the fitter is busy and the drill performs well after he has operated it.

CHRISTOPHER WILDE – SAFETY, SERVICE, RESPECT + RESULTS
Service Crew, Matilda.
Chris has a great general attitude to extra tasks outside of his normal work scope. He is always pushing to achieve more and no task is too big or hard.

CLINT HENDERSON – SERVICE + RESULTS
Bogger Operator, Hera.
Clint is a hard worker, always doing more than what is expected of him and consistently delivering results.

CHRISTINA VAN DER WESTHUIZEN – SERVICE
Site Administrator, Henty.
Christina maintained a happy demeanor while dealing with challenging IT issues. She worked long hours above what would be expected and liaised with a number of departments on and off site to complete her tasks.

CHRISTOPHER WILKINSON – SAFETY
Service Crew, Challenger.
Chris took two new starters under his wing and showed them how to work safely underground.

REBECCA MCDONALD – SERVICE + RESULTS
Site Administrator, Carrapateena.
Rebecca has been recognised for her patience with some challenging IT situations. She gets the job done and is always improving site systems.

JAMES LINGIER – SAFETY
Service Crew, Cadia Valley Operations.
James was awarded for being proactive in identifying and reporting hazards in an area he visited outside of his normal work area. A large part of maintaining our safety standards is about being alert and doing something about it.

JANUARY

KELLIE MCGOVERN – SERVICE
Accounts Payable Officer, PYBAR Head Office.
Kellie took on the task of moving Unity Mining's accounts payable into PYBAR's. She solved problems as they arose, implemented the correct procedures and made the process a lot smoother than it could have been.

JAAKKO VASSI – SAFETY, SERVICE, RESPECT + RESULTS
Shift Supervisor, Vivien.
Jaakko has been awarded for always helping the crew reach targets safely. Great teamwork!

CLINT SCHMID – SERVICE, RESPECT + RESULTS
Truck Operator, Hera.
Clint is a high achiever and consistently works well with his team with a pleasant manner. He is always willing to assist and conducts all tasks without fuss.

TREVOR TOBIN – SERVICE, RESPECT, RESULTS + SAFETY
PJL Fitter, Carrapateena.
Trevor delivers quality work in a timely manner and works safely with consideration for others at all times. He was unanimously voted as site safety rep – he is always looking for hazards and addressing them.

PETER SHELLY – SAFETY, SERVICE, RESPECT + RESULTS
Raise Bore Driller, Deep South.
Peter has been recognised for stepping up to drill when other drillers weren't available and working in other areas of mining when needed.

LYNETTE LOADER – RESPECT
Truck Operator, Challenger.
Whilst Lynette was on the ROM pad tipping a load she noticed a kestrel that appeared to be injured. Showing respect and care for the natural environment, she nurtured the kestrel back to health.

DARRYL CARTER – SAFETY
Fitter, Matilda.
Darryl designed a pneumatic gate valve which, when in the closed position, prevents speed rods from falling out of the pito jaws when changing out a shank or drill rod on the single boom jumbo.

MARCUS RIGBY – SAFETY, SERVICE + RESPECT
S&T Coordinator, Henty.
Marcus had an outstanding month in January. There have been a number of incidents which Marcus has been heavily involved with, providing great support to personnel. Marcus worked on his days off to improve safety documentation and information and quickly responded to training requirements when needed.

JUSTIN WATKINSON FOX – SERVICE, RESPECT + RESULTS
Nipper, Mount Isa Mines.
Justin demonstrated teamwork by doing extra tasks to help out colleagues, always cleaning his job site and looking for ways to set up for the incoming crew.

COMMUNICATION – KEY TO SAFETY

WHEN COMMUNICATION BECOMES KNOWLEDGE

A key focus of the SHET department in the coming year is to ensure that the information we provide to our teams is understood and engaging.

For safety information to become retained knowledge, the information needs to be in an easily comprehended format.

As a contracting organisation, we have three critical pillars that we rely on to deliver a valued service to our clients.

The first two are equipment and systems and the third is our people. It is the third pillar that allows us to create a true point of difference that can't easily be copied or replicated by our competitors.

To achieve this point of difference, we build a culture founded on our core values of Safety, backed by Respect and Service. Through these, we deliver Results – our safety and productivity goals.

Our commitment to building knowledge.

The SHET team has recognised that the information we provide to our employees needs to convey the knowledge required to do jobs both safely and efficiently. Effective communication is the key.

Doing it right the first time.

AN ODE TO KNOWLEDGE

Information *only becomes knowledge when information is comprehended*
And the recipient of the information has not for all intents pretended
Pretended they have understood and signified as much by signing
The obligatory acknowledgement sheet that's common place in mining

In this digital and fast tracked age where we're awash with information
Have we neglected to consider the needs of the workers of our nation?
The provision of information in a language uninviting
In mind bewildering quantities and formats unexciting

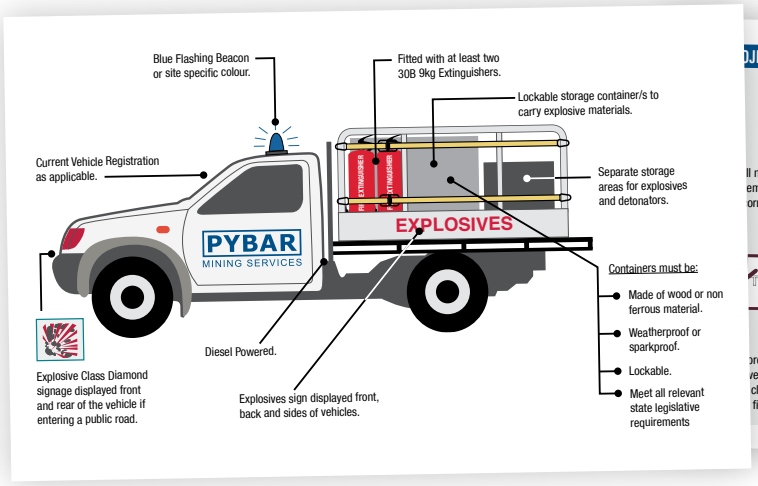
Masquerading as learning and employee knowledge creation
Compliance *is at the forefront of employee supplied information*
"It's right there in the procedure" is the cry when things go wrong
No mention that the document is 20 pages long
No mention either of literacy skills or cognitive capacity
The employee should have known we claim with ignorant mendacity
And if you think that's a paradox, consider the solution
We add more lines of information and employee persecution

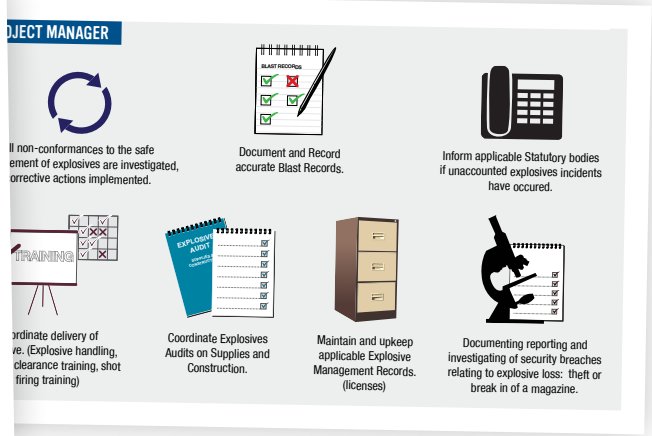
With knowledge at the front line required now more than ever
Mere quantities of information will not elicit clever
Sustaining interests is essential for knowledge realisation
Not something that can be achieved through document augmentation

So if its knowledge that you want garnered from the information you provide
Reflect upon your customer *and their capacity to imbibe*
See the world through their eyes, *you'll still comply with legislation*
And the workers will support you and you'll earn their adulation.

SOME TIPS ON COMMUNICATING EFFECTIVELY

1. Talk directly to your audience. Know your audience and what makes them tick. Ensure the topic is relevant. Focus on 'what's in it for them', both on and off the job. If it is not relevant, you will have a hard time maintaining interest.
2. Keep it brief. Everyone has a limited attention span regardless of how important the topic is. State and continually reinforce only a few key points. Put additional information in, for instance, a handout or follow-up toolbox talk.
3. Stay positive! Take opportunities to proactively encourage safe behaviour before an incident takes place. Keep the focus on what can be done to create a safe workplace instead of what has gone wrong in the past.
4. Demonstrate your point. Demonstrations and practical examples are effective tools for gaining attention and retaining information.
5. Interact with your audience. Nobody wants to feel like they are being lectured to, so interaction will mean your audience will (more likely) be paying attention.
6. Tell a story, not a statistic. People might recall a statistic but they always remember a story. Personalising a message through your own recollections and experience is a powerful way to help listeners identify and retain the point you are making. But as per the other guidelines, keep it brief and relevant.





IMPROVING HAZARD IDENTIFICATION

ROLL OUT OF NEW PHMPS

PHMPs – or Principal Hazard Management Plans – comprise part of a new safety initiative from the National Mine Safety Framework (NMSF) to allow mine operators to identify and control their principal hazards. This new element to our safety system is being rolled out to sites in coming months.

The NMSF was established in 2011 by the COAG Energy Council in order to achieve a nationally consistent occupational health and safety regime throughout the Australian mining industry.

While instructions for drafting of PHMPs were issued in 2011, it has taken some time to make this law in all states.

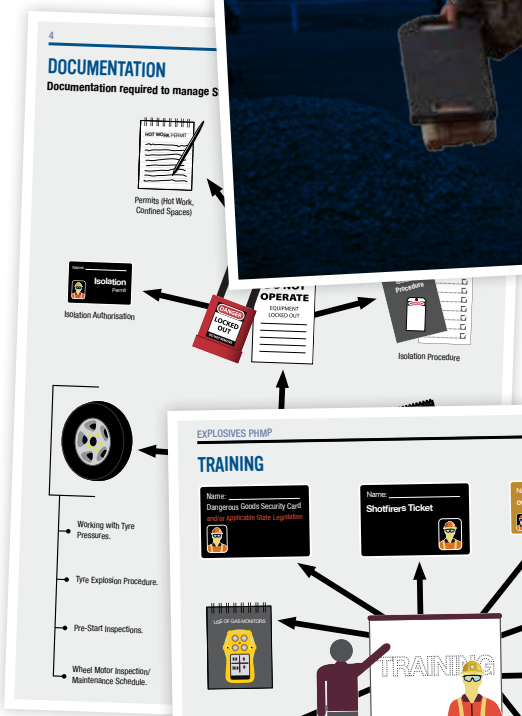
WA and NSW now legally require mine operators and contractors to identify and control their principal hazards.

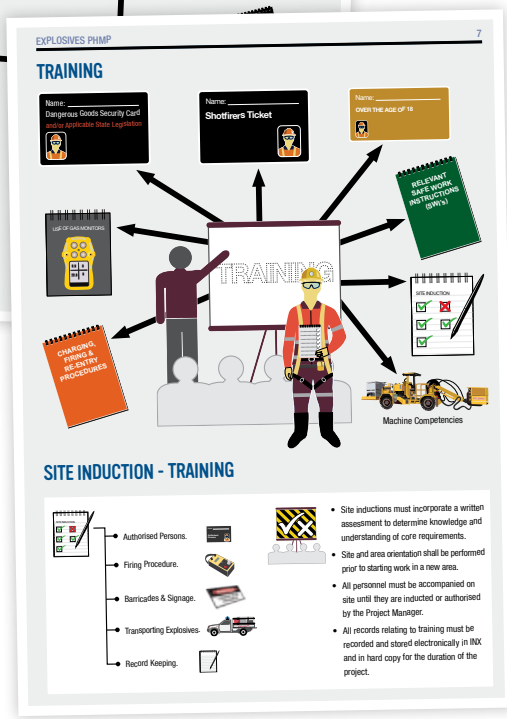
A key directive in the drafting instructions at the time was that “The mine operator must provide the Principal Mining Hazard Management Plans to workers in plain, simple and understandable language”.

PYBAR wants to ensure our people clearly understand the information provided to them and therefore can adhere to the guidelines of the drafting instructions. Therefore we have tried to draft very visual, engaging and easy to understand PHMPs. These are being finalised and rolled out to sites in the coming months.

The five PHMPs relevant to PYBAR operations are:

1. Working at Heights;
2. Explosives;
3. Mobile Equipment;
4. Stored Energy; and
5. Ground and Strata Management, Inundation/Inrush.





Adhering to the NMSF’s guidelines, our PHMPs are very visual and easy to understand.

Our IT team (from left): Tim Heron - Desktop Support Engineer; Andrew Samways – Business Systems Manager; Michael Long – Desktop Support Engineer; Cameron Elwell – ICT Service Desk Analyst; Troy Grey – ICT Superintendent.

I.T. WRAP

NEW TECHNOLOGIES TO TAKE PYBAR FORWARD

Better, faster data transfer! Our Business Systems and ICT departments have been focused on building a solid technology foundation for our business as we enter our next growth phase.

The Business Systems and ICT teams have been trialling and testing a number of technologies to determine which will best fit PYBAR for the next five years and beyond. The technologies are at various stages of progression. Some are already undergoing implementation while others may take up to 12 months.

With a focus on improving our ICT (Information and Communications Technology) service both internally and externally, we have been assessing solutions for faster connections. The three key technologies we have been testing will support each other to make data transfer across our organisation significantly quicker:

On site servers.

Our first on site server trial was recently installed at Henty, and following completion of its setup a second trial will commence at Hera.

On site servers will mean quicker login times, access to local files (e.g. the 'P' Drive, which will be synchronised to head office), and the use of locally installed applications rather than remote applications. (Exceptions being MinePoint and WebBAR as assessment of options to access these from onsite servers is ongoing).

Riverbed WAN Optimisation.

Riverbed compresses data so that it flows faster to/from the head office servers.

Phase 1 saw Riverbed devices installed at Henty, Matilda, Vivien and Hera and as at 1 February, Riverbed had reduced the data transmitted from these sites by 60%! This equates to increasing the capacity of the connection by 2.5 times.

Due to this success we will now progress to rolling out Riverbed to all PYBAR offices by April.

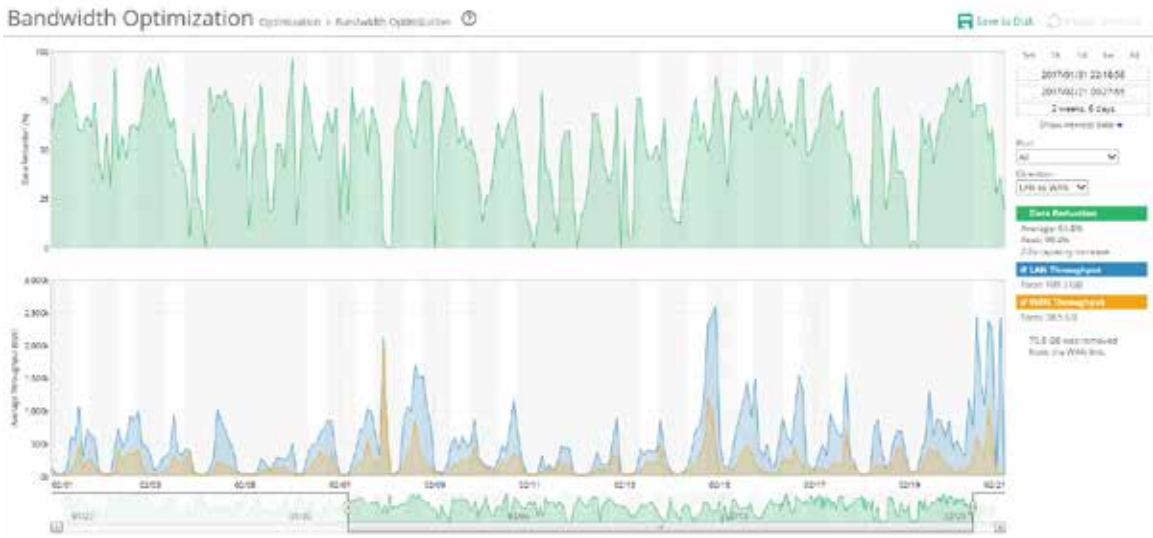
NBN Satellite.

While most of us are aware that the NBN is making its way to consumers around Australia, it has only recently become available to businesses.

In theory, it should solve slow network speed issues at select remote sites so priority orders have been placed for sites struggling with a slow speed 4G mobile connection or using a client connection.

Latency.

A common difficulty with satellite technology is 'latency'. Latency is the delay for a piece of data to get from site to head office via a satellite - around 700 milliseconds (on average). It doesn't sound like much, but when using remote apps that means 1.4 seconds (700ms each way) of time from pressing a keyboard key to when it appears on the screen. Riverbed will mitigate (but not eliminate) the latency effect.



Riverbed optimisation stats showing some positive improvements at the trial sites in February with compressed files delivering better transfer times to our sites.

IMPROVING HOW WE CAPTURE AND USE DATA

A MISSION TO UPGRADE OUR SYSTEMS AND PROCESSES

The world is increasingly being driven by data. Improving the data we collect, store and analyse will provide PYBAR with greater insight into opportunities to improve productivity and efficiencies for our clients.

Any data we collect across our business must be valid, timely and useful. If we are to increase the amount of useful data we are gathering, we must also make sure the process of doing so is efficient, accurate and cost effective.

To realise this, our Business Systems team has been trialling and testing a number of solutions:

Qlik Sense.

Qlik is a dashboard reporting tool accessed from within a web browser. It provides an easy to use interface and allows users to drill down and filter data to quickly identify trends for benchmarking and continuous improvement. We are currently in the process of installing this powerful dashboard reporting tool on our servers.

WebBAR.

WebBAR is a custom-built production database that aims to provide a user-friendly means of capturing valid, useful production statistics from our sites (e.g. tonnes bogged, metres drilled, equipment downtime (for availability calculations), delays, etc. In recent times it has been expanded to include functionality to post consumable usage into our inventory system, as well as quantities required for invoicing, and hours for employees.

We are implementing the following major improvements in a phased upgrade to WebBAR in the next six months:

- offline capability for data entry;
- iPlod – electronic plod;
- processing prestarts from different sources (iPlod, machine data, paper plods);
- shift planning module; and
- shift summary reporting.

iPlod – Electronic Plod.

iPlod will see each operator input their plod data directly into a tablet, which will be uploaded to the production database. Supervisors will be given the ability to easily validate this data before it is posted to the main database and PDF copies of their 'plod' can be printed out.

The app can be tailored to different machines which means we only capture the machine specific data we need (e.g. tonnes and TKMs for trucking, drill metres, holes, bolts and mesh for jumbos etc).

The devices will also allow operators to input their prestart and daily safety checklists, like TWIs, directly to the tablet where work flows can be organised, if necessary.

We have trialled devices at most of our sites and are now ironing out remaining bugs and making changes to site specific processes ahead of an official roll out.

Machine Data Capture.

We are working hard to implement automatic data capture from every machine in our fleet, from basic production data (such as engine hours and payload), to mechanical alerts.

The data flows automatically back to head office where we are close to implementing dashboard reporting for key statistics.

Given our fleet comprises multiple OEMs (original equipment manufacturers) and different age machines, this presents challenges, however, the prize is worth it – opportunities to improve through insight gained from effectively comparing performance across our business.

> ***Improving the data we collect will provide PYBAR with greater insight into business and market trends, and help us to enhance productivity and efficiencies.***

2016 EMPLOYEE SURVEY UPDATE

RESULTS COMING SOON!

In October 2016 we conducted an operations-wide employee survey to gain valuable feedback from our teams on what we do well and things we can improve on. It's part of our culture of continuous improvement.

The 2016 employee survey was the third PYBAR has conducted and we were pleased to see that the participation rate had increased from 43% in our 2015 survey to 62%. A terrific improvement and a big thank you to all that completed the survey!

We will be releasing the results to all that participated very soon but thought we'd share some of the numbers from the survey overall.

The feedback.

We recorded 684 comments - positive and critical - from employees – all of whom remain anonymous to encourage open feedback. All suggestions were carefully considered and some have already been implemented (see our story on our improved corporate induction process on page 19).

A summary of the results will be emailed out shortly along with more feedback on improvements as we implement them.

Thanks again to all our employees who took the time to complete the survey.

Participation rate at each project:

Project	Participation rate
A1 Gold Mine	32%
Cadia Valley Operations	62%
Carrapateena	83%
Challenger	51%
Deep South	61%
Didipio	27%
Henty	49%
Hera	55%
Hillgrove	60%
Matilda	44%
Mount Isa Mines	85%
Mungana	50%
Vivien	62%
Drilling/Raise Bore Division	58%
Corporate Office	64%

> ***The participation rate in our 2016 employee survey increased from 43% in our 2015 survey to 62% in 2016.***

Figure A

Figure B

CHALLENGER'S 'COMMUNICATION CHALLENGE'

A LESSON IN LISTENING

Building houses at Challenger proved to be a lesson in listening.

We all have different ways of thinking and acting, and at a recent safety day held at the Challenger mine site, the different thought processes among members of the Challenger site team were evident.

The 'Communication Challenge'.

In an activity titled the 'Communication Challenge', teams were provided with two sets of 'Toobeez' with identical parts. (For the uninitiated they are like a cross between a large Meccano and Lego set.)

Team members were then divided evenly and separated by a large welding screen so that they couldn't see what each other was up to. They were then tasked with building from the 'Toobeez' a house that required four walls, a window, a door, a pitched roof and a chimney. The test being that the houses had to be identical in nature.

Communication from members on each side of the divide was restricted to questions with only yes or no answers. A time limit of 45 minutes was set.

One team comprised two mining engineers and two underground employees, with the engineers electing to stay on one side of the welding screen leaving the underground operators on the other side.

Initially, the communication and thought processes of the two groups were poles apart. So much so, that the two houses taking shape on each side of the divide were about as close as chalk and cheese!

Figure A above shows the miners' house, while Figure B shows the engineers' house at the same stage of development.

> ***Organisations are made up of all sorts of different individuals with different thought processes, values and ideas. If we are open to these, anything can be achieved.***

Learning to listen.

Ultimately the teams worked out how to communicate on the same level and by the end of the challenge, the completed houses were identical in nature. Who would have thought – engineers can effectively communicate (eventually)!

What this tells us is that producing a great cake requires different ingredients. Everyone is different – different personalities, thought processes, values and ideas. If we are prepared to really listen and incorporate others' ideas into the way we do business, anything can be achieved!

Our CEO Paul Rouse welcomes the crowd.

DARGUES GOLD MINE COMMUNITY INFORMATION DAY

ENGAGING WITH THE COMMUNITIES IN WHICH WE OPERATE

In May 2016, Diversified Minerals Pty Ltd (DMPL), a company associated with the PYBAR Group, acquired the Dargues gold mine in NSW from Unity Mining. PYBAR is carrying out all site services for the project and, in conjunction with DMPL, is proactively engaging with the local community.

RESPECT is core to the way we work - looking after and engaging with the communities in which we operate and acting honestly and with integrity is fundamental to the success of all our projects.

As part of our objective to involve the community with the development of the Dargues gold mine, a community information session and sausage sizzle was held at the Majors Creek Recreation Hall on 12 January to update interested members of the local community and other stakeholders on the current status of the Dargues gold mine project and the plan for development moving forward.

PYBAR representatives were on hand to provide information to the community. CEO Paul Rouse welcomed the 160+ capacity crowd to the meeting.

Information presented included local supplier and employment opportunities, community engagement processes, environmental management, and the project development schedule. The event was also a great opportunity for PYBAR and DMPL team members to meet some of our new neighbours from the Majors Creek and Braidwood communities.

The Dargues gold mine is located approximately 60km south east of Canberra, 14km south of Braidwood, and immediately north of the village of Majors Creek. Gold mining has historically been carried out in the area since the 1850s.

The project was under care and maintenance when it was acquired by DMPL from Unity Mining in June 2016. At that time, the mine boxcut, laydown area and site access road had been completed. The first blast of the portal is expected in the first half of 2017.

> ***PYBAR is carrying out all site services at the Dargues gold mine and is proactively engaging with the local community to ensure they are informed and supported throughout the project's development.***

More than 160 people attended the session.

HENTY FIRST GOLD POUR

A COMMUNITY AND COMPANY MILESTONE

In May 2016, Diversified Minerals Pty Ltd (DMPL) took over ownership of the Henty gold mine in Tasmania and quickly set PYBAR and HMR to work to bring the mine back into production.

On 16 January, Tasmanian dignitaries joined with management and team members from PYBAR and DMPL* to witness the first gold pour at the Henty gold mine after an extended period of care and maintenance.

The function comprised a BBQ lunch and addresses from the Premier of Tasmania, Will Hodgman, PYBAR CEO, Paul Rouse and Henty General Manager, Dave Pelchen. Guests attending the celebrations included;

- Jeremy Rockliff, Deputy Premier of Tasmania;
- Guy Barnett, Tasmanian Minister for Resources;
- Brett Stewart, Director Mineral Resources Tasmania;
- Senator Jonathon Duniam;
- Members of Parliament, Joan Rylah and Adam Brooks;
- Representatives from the Department of Premier and Cabinet Tasmania; and
- Phil Vickers, West Coast Mayor.

A win for the community and companies involved.

Henty's return to production brings much needed employment to a region which has been struggling under the recent downturn in the mining industry. Situated near Queenstown in the picturesque and rugged west coast region of Tasmania, the mine currently employs approximately 100 people, with numbers expected to increase as production ramps up.

> ***"This is a great day for the directors, for the management and for the workers here at the Henty gold mine" - Premier of Tasmania, Will Hodgman.***

Premier of Tasmania, Will Hodgman, who witnessed the gold pour first hand, said: "This is a great day for the directors, for the management and for the workers here at the Henty gold mine". He also commended DMPL and PYBAR for their investment and commitment to the local community.

Two gold doré (gold and silver alloy) bars, each weighing in at approximately 300 ounces, were poured on the day.

Henty gold mine General Manager, Dave Pelchen, acknowledged the fantastic efforts of everyone involved to progress the project from the planning phase in June 2016 to the miners arriving on-site in August, the first blast in September, and now the first gold pour.

Henty gold mine GM Dave Pelchen, PYBAR Group Investment Manager Nick Woolrych, PYBAR COO Brendan Rouse, PYBAR CEO Paul Rouse with the first gold bar.

Tasmanian Minister for Resources Guy Barnett, Premier of Tasmania Will Hodgman, PYBAR CEO Paul Rouse with the first Henty gold bar

** Diversified Minerals Pty Ltd (DMPL) is a company associated with the PYBAR Group.*

GETTING TECHNICAL

PYBAR INTERNAL ENGINEERS FORUM – PIEDAY(S)

On 16 and 17 November 2016, the first PYBAR Internal Engineers event - PIEDAY(s) - was held to share ideas, experiences and to promote internal communications across engineering disciplines within PYBAR

To promote networking and a culture of teamwork in our technical team, a two day internal engineers event was coordinated in Orange by PYBAR's Technical Services Department.

Officially opened by our COO Brendan Rouse, 21 engineers, technicians and department heads participated in a practical working session. In his opening, Brendan encouraged all participants to "get the most out of the two days and share the learnings back at site."

Sharing our knowledge.

The first session consisted of each participant giving a short presentation on their knowledge of an innovation or experience from within the mining industry. The best presentation prize was awarded to "The MUKI doctor", Ray Zhang for his informative presentation on the performance of the MUKI jumbo at the Costerfield mine.

Forrest Yu was awarded special mention for his talk on the China Resource boom and the 'One Belt One Road Initiative', a development strategy proposed by the Chinese to connect China with global economic opportunities along two routes; one overland and one maritime.

The second session comprised a number of presentations by department heads on areas of focus for engineers within PYBAR generally.

Team building.

The final sessions comprised a teambuilding exercise which was well contested between all three groups. Teams had to construct a 'machine' which permitted a marble to travel under gravity from a set height across three panels and then exit at a designated height. Points were awarded for use of materials, time effectiveness, innovation and robustness.

The conference was concluded by an appraisal of the MUKI drill in the yard at Orange and an address by our CEO Paul Rouse. Paul thanked all the engineers for their participation and their hard work across the business.

> ***To promote networking and a culture of teamwork in our technical team, a two day internal engineers event was coordinated by PYBAR's Technical Services Department.***

IMPROVING OUR CORPORATE INDUCTION PROCESS

YOU ASKED, WE LISTENED!

Part of the employee survey we ran last year focused on our corporate induction process. We received some great feedback, which has now been incorporated into our procedures.

Thank you to everyone that provided feedback through our employee survey. In that survey, we learned that during our induction processes our staff wanted more time allocated to hands-on training, particularly in the systems specific to their role. We have listened!

Our new improved induction process now consists of the following schedule:

- Day 1: Comprises a corporate overview including a meet and greet with all department teams and presentations
- Day 2/3: Role-specific hands-on training
- Day 3/4 (for certain roles): Sydney office to meet with the technical services team

We have now had our first group of new staff inducted through the improved process:

- David Sheppard, Project Manager, Deep South;
- Timothy Oxley, Project Manager Alternative, Carrapateena;
- Andrew White, Mine Foreman, Matilda;
- Jason Dswonitzky, Mine Foreman, Mungana; and
- Michael Gillespie, Mine Foreman, Mungana.

We hope our new team members found the induction valuable and informative. Welcome to PYBAR!

Our first corporate inductions following our new, improved process.

MANNING UP FOR NEW PROJECTS

NO SLOW DOWN FOR HR

Around the country we continue to recruit and mobilise personnel to join our expanding PYBAR and HMR teams.

The number of projects in PYBAR's portfolio continues to expand with recent tender wins at Thalanga and Mungana / King Vol, so our HR division has had a very busy start to the year.

It follows on from what was a huge 2016 for HR. Last year's new project wins resulted in 723 new starters, 251 transfers and 81 position changes!

This year a large number of new staff have joined our team. Many have recently completed corporate inductions at head office, with our most recent starters the first to experience our improved induction process. To read more about the new induction structure, check out the story on page 19.

In support of our graduate, apprenticeship and trainee programs for 2017 we have recruited five Graduate Mining Engineers, five Mechanical Fitter Apprentices, and are currently interviewing for Health & Safety Graduates and Traineeships.

A big welcome to all our new staff members!

2016

723 NEW STARTERS
81 POSITION CHANGES
251 TRANSFERS

HEALTHY MIND AND BODY

TAKING CARE OF OURSELVES

Respecting our bodies with healthy choices is integral to positive results in work and life balance.

In our 24/7 industry, it's important we keep our minds and bodies healthy. The conditions on site can be tough for our employees – we work long, hard shifts in remote locations and are often away from our friends and families for weeks at a time. Making healthy food choices whilst on site can help in so many ways.

It's vital to fuel our bodies for the hard work ahead, although with meals provided at every turn, it's difficult not to over indulge! A balanced diet, with a variety of food groups is recommended to keep your energy high and stomach satisfied.

Some great 'swaps' that will keep you fuller for longer include replacing:

- soft drinks with water;
- white grains with wholemeal;
- sugary cereals with porridge or eggs (and don't skip breakfast!);
- fried foods with grilled or steamed;
- biscuits and cakes with fruit and nuts; and
- bigger portions with smaller portions.

50:25:25 rule

A good guide to follow when filling up your plate is the 50:25:25 rule. This consists of 50% vegetables and salad, 25% proteins and 25% carbohydrates.

Eat Healthy. Exercise Often.

Eating well energises both your mind and body and provides you with the best platform to succeed. It plays an important role in the prevention of chronic diseases, as well as maintaining a healthy weight.

For more information visit: eatforhealth.gov.au

TALK TO THE EDITOR

WE'RE LISTENING

In our last Employee Survey, we received some great feedback – thank you! One key point was that you'd like to be able to ask some questions.

In October last year, many of you took the time to provide us with your feedback. A big thank you again!

One of the areas of feedback was our very own newsletter. Some key points made:

- we generally appreciate it as we now know what's happening around our company;
- it's a great forum to share information and we can learn from each other;
- most employees love that it is sent to their homes whilst others feel an electronic copy is sufficient;
- it would be good to read about how each site PYBAR is working at is performing;
- we would like to read more on the overseas operations;
- some employees feel we should provide more information on what is happening at site projects and less corporate information;
- it's well laid out, perhaps some more photos to show the family what we are doing;
- most people on site including the client read it and talk about the articles which leads to cross information and idea sharing;
- we would like to see more safety information like significant incidents, initiatives and improvements; and
- a suggested 'letters to the editors' section; it would be good for everyone to see questions and answers from other sites; they may have identified solutions to similar issues.

Nine editions later, and over 200 stories, you wanted more!

Feedback was that some of our teams wanted an avenue to be able to ask some questions or share some information through our newsletter. We're listening!

Opening now is that possibility. If you have questions about our company, sites or equipment, please send them to editor@pybar.com.au

We will review them and endeavour to share some answers. They do need to be appropriate!

Don't forget to follow us on Facebook and LinkedIn – there's loads of up-to-date information about what we're doing.

Look forward to hearing from you.

CELEBRATING FIVE YEARS SERVICE MILESTONE

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

Thank you and congratulations to the longstanding employees listed below who have reached their five year service milestones in the last quarter ending March 2017.

Start Date	Employee	Location
5/09/2011	Brian Teyawlar	Cadia Valley Operations
5/09/2011	Laurence Woodhead	Deep South
8/09/2011	Peter Williams	Mungana
8/09/2011	Grant Nelson	Cadia Valley Operations
8/09/2011	Peter Simon	Deep South
19/09/2011	Stephen Green	Mungana
21/09/2011	Robert Belgrove	Deep South
26/09/2011	William Barnes	Cadia Valley Operations
11/10/2011	Darrin Maiden	Didipio
17/10/2011	Scott Todd	PYBAR Head Office
17/10/2011	Cameron Bennett	Cadia Valley Operations
17/10/2011	Daniel Stammers	Cadia Valley Operations
17/10/2011	Michael Jeffery	Cadia Valley Operations
18/10/2011	Roslyn Cipollone	PYBAR Head Office
20/10/2011	Dawn Andrews	Cadia Valley Operations
25/10/2011	Simon Enman	Henty Gold Mine
14/11/2011	Brett Rosser	Cadia Valley Operations
5/12/2011	Ray Zhang	PYBAR Head Office
5/12/2011	Stephen Giggins	Cadia Valley Operations
9/01/2012	James Lingier	Cadia Valley Operations
30/01/2012	Jay Prior	Cadia Valley Operations
9/02/2012	Martin Bradley	Deep South
16/02/2012	Jason Lansdell	Deep South
20/02/2012	Mark Wischnowsky	PYBAR Head Office

5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5

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