

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 13 / AUTUMN 2018

02

EMPLOYEE OF THE YEAR

05

WOODLAWN CONTRACT WIN

18

PYBAR PERKS IS HERE

SETTING THE STANDARD

WHAT'S NEW



DARGUES GOLD MINE
Infrastructure works
underway as we progress
towards mine development.

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IPLD ROLLOUT
Successfully implemented
across eight sites – and
counting!

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WHIP AERIALS ON LVS
Solving the
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A MESSAGE FROM OUR CEO

SETTING THE STANDARD

Key to the success of PYBAR is our teams and the way we work - and when a good job has been done, it's important to recognise it and say thanks. Our CORE Awards program has been set up to do just that - to give every one of us the opportunity to say 'thank you'.

I am pleased to begin this message by congratulating our very deserving 2017 Employee of the Year, Glenn Taylor, and runner-up, Steve Poznik. Both from Carrapateena, Glenn and Steve have set high standards in the way they have worked, going above and beyond their roles, and with consistently positive attitudes. I was lucky enough to make it to site in January to personally present Glenn and Steve with their awards.

Strategy update

Following the outcomes of the Managers' Meeting last November, each of our divisions and departments have set strategic areas of focus. They include safety, technology and innovation, systems, people, assets, operations, finance and business development. Clear objectives have been set for each focus area and regular management meetings have been established as we work towards building a stronger and even more successful company that we can all be proud to be a part of.

Business development

We were recently awarded the underground mining contract for the Woodlawn mine near Goulburn in NSW by Heron Resources and we look forward to working with them on the project. Recent raise boring tender wins include contracts at Thalanga in QLD and Hera in NSW.

There are a large number of mining tenders in the pipeline across most states so stay tuned for some potential wins coming up.

Following outstanding performances by the Easer rig at Deep South and Hera, PYBAR has now proven all of the rig's capabilities including boxhole (uphole), down reaming and conventional (back reaming). We believe we are the first to achieve this globally, which gives us unrivalled expertise in the rig's operation. Following this, we will shortly take delivery of a second Easer.

Projects

The team at Mt Lyell has been performing exceptionally well on a challenging rehabilitation project. Strong project deliveries such as these stand us in good stead for future work. Well done to all.

The Dargues team has also been busy working with the Diversified Minerals team to get the necessary infrastructure and environmental processes in place as we move closer towards mine development.

HR developments

Finally, returning to HR news, our HR team continues to do a great job in improving our processes and communications to keep us all as connected and informed as possible. Significant developments include the launch of our fantastic new employee benefits program PYBAR PERKS, which you can read more about in this issue.

Keep **Setting the Standard** and to you and your families, a happy and safe Easter.

Regards,

Brendan Rouse - CEO



There are a large number of mining tenders in the pipeline across most states so stay tuned for some potential wins coming up.



L-R: HR Manager Elsie Joubert, Employee of the Year Glenn Taylor, CEO Brendan Rouse and Project Manager Wayne Gough.

EMPLOYEE OF THE YEAR

CONGRATULATIONS GLENN!

A huge congratulations to our Employee of the Year, Glenn Taylor and runner up Steve Poznik for their outstanding contributions to PYBAR in 2017.

The 2017 CORE Awards program was another huge success! It was fantastic to see everyone embracing CORE's second year and recognising a colleague's great work. We had over 600 nominations resulting in 132 monthly site winners and 18 finalists for Employee of the Year. Well done to everyone who was recognised during the year and to all those who put a workmate up for an award!

Our 2017 Employee of the Year - Glenn Taylor

One nomination stood out from the rest – Carrapateena Site Paramedic, Glenn Taylor.

Since joining PYBAR in August 2016, Glenn's commitment to his role and his colleagues has been unwavering. Whether it is supporting the crew's physical wellbeing, ensuring that the site's emergency response capability is up to scratch, or providing a professional and confidential supporting ear for those wrestling with the challenges of being away from home and loved ones, Glenn covers it all.

While presenting Glenn with his award at the site presentation, our CEO Brendan Rouse said: "Glenn is extremely knowledgeable in his field and works tirelessly from the start to the end of his shift, often working late into the evening if required, while maintaining the same professional and optimistic demeanour ensuring that all employees' needs are met."

Accepting his award, Glenn said a few words of appreciation:

"I'm humbled, because I look at all the talent in the room. My name might be on the plaque but it really belongs to all of us, so thanks guys."

Q&A WITH GLENN

Where did you grow up?

Loxton, in the Riverland region of South Australia. I lived on a farm in the Loxton district before joining the Navy when I was 17.

Tell us about your family...

I have a wife Tania and two children. Matt, 22, just graduated from university studying secondary education and Nicole, 18, just started studying internal tourism at university.

What sport do you follow?

AFL, NRL and cricket.

What do you do in your spare time?

Study at university to complete my Bachelor of Physiological Science and spend time with my family.

Who inspires you?

Kevin Harvey. He is an Australian psychologist who has written many books. I know him personally – a really good bloke.

What is your secret hidden talent that no one knows about?

Hiking. My long-term goal is to hike the Pacific Crest Trail in America (about 4,600km).

What movie character do you identify yourself with?

Robin Williams from Good Will Hunting.



SAFETY SERVICE RESPECT RESULTS

2017 EMPLOYEE OF THE YEAR PRIZE PACKS

Winner

- \$1,000 eftpos voucher
- Name engraved on the Employee of the Year plaque, next to 2016 winner Adrian Byers, at our Orange head office
- Engraved trophy
- Framed certificate

Runner up

- \$500 eftpos voucher
- Engraved trophy
- Framed certificate

THANK YOU AND WELL DONE to Glenn and Steve, and to all our nominees and monthly winners and finalists for the 2017 program. Our 2018 program is now in full swing so keep those nominations coming!



Our deserving recipients – 2017 Employee of the Year runner up Steve Poznik and winner Glenn Taylor.

Q&A WITH STEVE

Where did you grow up?

I grew up in Adelaide but now live on the Sunshine Coast.

Tell us about your family...

My wife Bonnie and I have three children: Luna (7), Otis (4) and Sadie (2).



What sport do you follow?

Surfing.

What do you do in your spare time?

Spend time with my family and take the kids for a surf!

Who inspires you?

My grandfather who survived war-torn Croatia and was homeless at 10 years old. Later on he secured himself a parcel of land where he grew corn and built his own house from stones he quarried on the land. He married at 17 and started a family – very inspiring.

What is your secret hidden talent that no one knows about?

I can do a hand stand and balance for as long as I want!

What movie character do you identify yourself with?

Aladdin – from rags to riches and chasing after my beautiful lady!

OUR 2017 RUNNER UP – STEVE POZNIK!

Coming a close second was our runner up, Carrapateena Jumbo Operator, Steve Poznik. Steve joined the team a month after Glenn in September 2016 and has strived ever since to improve his mining knowledge and expertise. He is currently studying to complete his WA underground shift supervisor's certificate.

Steve's positive mindset, effort and the enthusiasm in which he applies to his work is highly regarded among everyone on site. He's a hardworking employee committed to doing a high quality job and is continually looking for ways to improve his skillset and knowledge base for the benefit of both himself and others on site.



Brendan Rouse and Elsie Joubert present Steve Poznik with his award.



TENDER UPDATE

PROJECTS WON FROM:
DECEMBER 2017 - MARCH 2018



RED RIVER RESOURCES

Thalanga, QLD

Raise Boring

HERON RESOURCES

Woodlawn, NSW

Development and Production
120 personnel at peak

AURELIA METALS

Hera, NSW

Raise Boring



WOODLAWN WON!

FOUR YEAR WHOLE-OF-MINE CONTRACT

On 27 February, Heron Resources awarded PYBAR the underground mining contract at its Woodlawn zinc-copper project in NSW following a competitive tender process.

The four year contract consists of early works, development and production mining.

Our team will mobilise to site within the next three months to commence early works and site establishment, with underground mining operations to commence in August.

PYBAR CEO Brendan Rouse said: “We look forward to bringing our innovative approach and working in collaboration with Heron’s technical team to deliver tangible efficiency and productivity benefits.”

Heron Managing Director Wayne Taylor said the company ran a very competitive tender process and was pleased to have awarded the Woodlawn contract to PYBAR.

“In addition to their strong capability to undertake the proposed works, we see a significant advantage in their local New South Wales base for providing rapid project support,” said Mr Taylor.

“We look forward to working with PYBAR as we commence development and mining operations at Woodlawn.”

Woodlawn is located near Tarago, 250km southwest of Sydney, New South Wales.

The project will have up to 120 personnel at peak production, along with a substantial underground mining fleet including several development and production drills, multiple loaders and trucks, and support equipment.



PYBAR will commence underground mining operations at Heron Resources’ Woodlawn zinc-copper project.



We look forward to bringing our innovative approach and working in collaboration with Heron’s technical team to deliver tangible efficiency and productivity benefits.

– Brendan Rouse, CEO.

DARGUES PREP IN FULL SWING

MOVING CLOSER TO MINE DEVELOPMENT

More progress at the Dargues Gold Mine with mine infrastructure and environmental management activities well underway.

Last year PYBAR commenced on site at Dargues with a team of four personnel. As the mine contractor, PYBAR is responsible for managing all site preparations and infrastructure development on behalf of mine owner, Diversified Minerals.

Infrastructure in full swing

The construction of workshops, a store, core shed, laydown areas and surface dams by a combination of both site employees and external contractors has been progressing well over the past several months as we move closer towards commencement of further operations.

At the time of print, the mechanical workshop, core shed and store were nearing completion.

Work continues on the 22kV powerline, standing of poles and stringing of wires from the main entrance to site. Final mains power and low voltage connections will reduce reliance on generators and allow for greater flexibility of site operations.

Environmental management

Good environmental management is a critical part of the mine plan and one current focus area is weed control.

Scotch broom, a weed which is detrimental to native plants and animals, is found on the Dargues site. The team has been busy eradicating the weed and is pleased to report better than expected progress - over 30 hectares of previously infested areas are now under control.

A new water truck has also arrived which will be instrumental in controlling dust and complying with conditions of the site environmental approvals.



Final mains power and low voltage connections will reduce reliance on generators and allow for greater flexibility of site operations.



Work continues on the powerlines.



Over 30ha of the weed Scotch Broom is now under control.



Construction of workshops and sheds is underway.



The new water truck has arrived on site.

EASER CREW ACHIEVES WORLD-FIRST AT HERA

PYBAR'S THE EASER EXPERT!

Our Easer rig completed its second project in February and has out-performed again!

After a strong performance at Deep South last year, the Easer has delivered once more – exceeding planned expectations during a three month campaign at Hera.

World first

The rig's scope of works at Hera gave our team the opportunity to test and prove all three of the rig's drilling modes: boxhole, down reaming and conventional. In doing so, we achieved a world first as no other Easer has completed all three methods outside of factory testing. This gives us unmatched expertise in Easer operations!

More milestones!

The initial scope was for 2 x 1.4m conventional reamed escapeways, which to date is the largest reamer ever used on an Easer machine.

The scope increased and provided opportunity to achieve additional milestones:

- 3 x 750mm down reams – 11 inch pilot followed by a 750mm ream. This was a first for our team.
- 7 x 750mm boxholes – ranging from 15 to 30m. Three of the longer 30m boxholes were pre-piloted to improve accuracy.

Our Raise Bore Supervisor Nathan Lincoln said: "The down reams were a massive success and provided the client with an efficient alternative to drilling opening slots and ladderways in challenging ground conditions."

Multi-skills add value

"The mobility of the Easer was well received, as were the Easer crew's general equipment operating skills which enabled them to provide support to the mining crews during short stand down periods.

"Being multi-skilled also meant we were able to think outside the box and offer several solutions to tight drive locations and hole designs.

"I'm excited for the Easer and its crew's future as they continue to 'raise the bar' for raise boring and make it a desired career aspiration," Nathan said.



The rig's scope of works at Hera proved all three of the rig's drilling modes (boxhole, down reaming and conventional), achieving a world first.



Angled site setup.



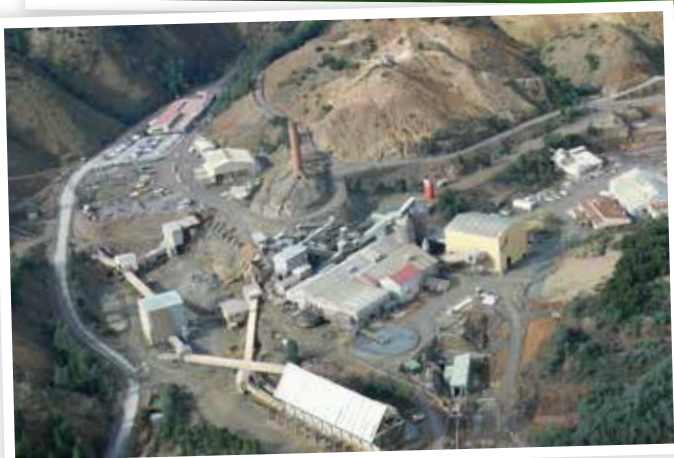
Vertical site setup.



Boxhole reaming.



Down reaming.



The Mt Lyell mine site and main decline (images courtesy of CMT).

MT LYELL

START-UP SUCCESS

In December, work began on the Mt Lyell copper mine's 40 year old main decline to modernise ground support standards.

Mt Lyell is one of our latest start-ups. It may have a fairly small initial scope of works but from little things big things grow!

Rehabilitating an old decline comes with its challenges but our Mt Lyell Project Engineer Philippe Pearse said the team has been delivering an outstanding job.

For the first time, we are using our Jacon Transmix 6 Shotcrete Combo rig which has both shotcrete transport and spraying capabilities. Despite having experienced shotcrete operators, it took some time to get used to the size and setup of a combined machine. After a slow start, it has started hitting its stride and performing.

Check out the Mt Lyell Values in Action story on page 15.

Decline rehabilitation work is expected to be complete by early April.



Rehabilitating an old decline comes with its challenges but our team has been delivering an outstanding job.

Sally Dye, Systems Administrator and iPlod implementation crewmember, shows Peak Site Administrator Rhiannon Thornley the system's pre-starts report capability.

IPLOD ROLL-OUT REACHES EIGHTH SITE

CREWS KEY TO CONTINUOUS IMPROVEMENT

Clever software design and close collaboration with our crews on site have led to a successful uptake of iPlod across our business.

Our innovative, in-house developed iPlod system has now been successfully implemented across eight sites – Hera, Thalanga, Vivien, Mungana, King Vol, Mt Lyell, Peak and Carrapateena.

Crews continue to express enthusiasm; their feedback and ideas have been an excellent source for ongoing improvements.

The iPlod's simple interface, easily tailored to individual site requirements, and robust validation steps supporting accurate capture of data, have been key to its successful uptake.

Recently we added pre-starts and TWIs which are now live and working well. We will now build other electronic forms into the data capture.

Plans are also well underway to roll-out iPlod to the remaining sites with Henty currently underway, and the Drilling Division and Raise Bore Division (imminent).



Crews using the system continue to express enthusiasm; their feedback and ideas have been an excellent source for ongoing improvements.

Carrapateena Shift Boss Steven Hartwig learning the iPlod system.

Striving to make our data more useful

As well as expanding the data capture facility of iPlod + WebBAR, there is potential to expand and enhance delivery of key information back to end users.

Potential additional features and enhancements include:

- TWI prompting when commencing a new iPlod task;
- daily graph tracking of drill consumable costs;
- aiding shift bosses with shift planning methods;
- composing safety notes and suggestions mid-shift (rather than waiting for the weekly safety meeting); and
- cross-referencing of fitter data against downtime recorded by miners.

Crew communication key to ongoing success

Our implementation crew - Mining Engineer Chris Allen and Systems Administrator Sally Dye - have been doing a great job setting up the crucial initial communications with the crews on site. With the Henty roll-out currently underway, all four crews went paperless in less than a shift – a fantastic effort.

We will continue to build on iPlod's success by staying closely connected with our crews and incorporating user feedback into system enhancements to improve performance across our business.

CORE AWARD WINNERS

RECOGNISING OUR NOVEMBER, DECEMBER AND JANUARY WINNERS FROM PYBAR AND HMR

NOVEMBER



SCOTT DENNISON – SAFETY

SERVICE CREW, HENTY GOLD MINE

Scott was nominated for his safety-first approach. While on ESO duties he noticed some gas detectors needed recalibrating and ensured they were changed out. Well done Scott!

MICHAEL AUPOURI – SAFETY + SERVICE

SHIFT FITTER, MUNGANA

Michael was recognised for his work in creating a system that keeps hydraulic hoses uncontaminated in the hydraulic container and making brackets to eliminate hazards. A top effort!

BRAYD JOHNS – SAFETY, SERVICE, RESPECT + RESULTS

HMR - DRILLER, BROKEN HILL OPERATIONS

Brayd was nominated for demonstrating HMR's values every day and drilling safe consistent metres.



JASON WHITING – SERVICE + RESULTS

SHIFT FITTER, VIVIEN

Colleagues of Jason praised his repairs to the remote loader door which were completed with priority allowing the machine to return to service sooner than expected. Good job Jason!

LINDA CLIPPERTON – SERVICE + RESULTS

EXECUTIVE PERSONAL ASSISTANT, PYBAR HEAD OFFICE

Linda is dedicated to her work and is always organised! She was nominated for her great job organising the Christmas party. Her colleagues didn't want those behind the scenes efforts to go unnoticed!

KURT KLEEMANN – SERVICE + RESULTS

JUMBO OPERATOR, KING VOL

Kurt was recognised for his consistent, high quality work on the jumbo.

HARRIETT MARTIN – SERVICE, RESPECT + RESULTS

CHARGE UP OPERATOR, MUNGANA

Harriett consistently performs duties to a high standard, leads by example as an experienced miner and completes any task requested of her to the best of her ability.

ADAM POKE – SAFETY, SERVICE, RESPECT + RESULTS

HMR - DRILLER, HENTY GOLD MINE

Adam was recognised for his good work ethic and high quality of work.



CAMERON WHELOCK – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER / OFFSIDER, CARRAPATEENA

Several colleagues praised Cameron for his efficiency, great organisational skills and positive attitude towards the job!

DAVID NAUDE – SAFETY, SERVICE, RESPECT + RESULTS

CLEANER, CADIA VALLEY OPERATIONS

Dawid was recognised for his diligence, ensuring all areas were cleaned and maintained to a high standard.

BRETT ROGERS – SERVICE, RESPECT + RESULTS

LH FITTER, PEAK

Brett goes above and beyond his role's expectations. He is a highly motivated and skilled worker, respected by all crew members and always prepared to help out.

COREY MCCORMACK – SAFETY, SERVICE, RESPECT + RESULTS

HMR - DRILLER ASSISTANT, BROKEN HILL OPERATIONS

Corey is a hard worker who shows great awareness in the workplace. He was nominated for always leading by example.



DARRAH EA – RESULTS

NIPPER / OFFSIDER, MOUNT ISA MINES

Darrah was recognised for his willingness to go above and beyond when helping set up the cross shift.

STEPHEN ERNEST MEARNS – SAFETY, SERVICE, RESPECT + RESULTS

TRUCK OPERATOR, THALANGA

Stephen's work ethic, keenness to learn new things and willingness to help earned him several nominations. Good work Stephen!

SCOTT WRIGHT – SERVICE + RESULTS

JUMBO OPERATOR, KING VOL

Scott was recognised for his consistent, high quality work on the loader ensuring roads were maintained to a high standard before exiting a work area.

BARNABUS KUEK – SERVICE + RESULTS

HMR - DRILLER ASSISTANT, DAISY MILANO

Barnabus' outstanding core presentations in his daily work earned him a nomination and a win this month. Good job!

The 2018 CORE Awards kicked off in November and we've had a great start to this year's program. Congratulations to all monthly winners. Keep those nominations coming in and don't forget to LIKE the PYBAR Facebook page to see and share the nominees and winners, as well as give them a well-deserved thumbs up!

**SAFETY
SERVICE
RESPECT
RESULTS**



Monthly CORE winners will now be instantly notified of their win through our new PYBAR PERKS and HMR PLUS platforms!

DECEMBER



GLENN SNELL – SAFETY, SERVICE + RESULTS

BOGGER OPERATOR, HENTY GOLD MINE

Glenn is proactive in his role as a bogger operator and was nominated for Setting the Standard in hazard reporting and fixing items as soon as they are spotted!

DUNCAN IDAHO – SAFETY + SERVICE

SERVICE CREW, KING VOL

Duncan was praised for his consistent reliable and safe work, whilst making an effort to undertake all tasks requested of him.

ANTONY GRAY – SAFETY, SERVICE + RESPECT

CHARGE UP OPERATOR, MUNGANA

Antony's consistent quality and effort in the road maintenance works, as well his reliable safe work performance earned him a nomination and deserving win this month.

BENJAMIN DALTON – SAFETY

HMR - DIAMOND DRILLER ASSISTANT, HENTY GOLD MINE

Ben was recognised for consistently conducting thorough TWIs and hazard identification. Well done Ben!



CHRISTOPHER ANDERSON – SERVICE + RESULTS

SHIFT FITTER, HERA

Chris was nominated for always going the extra mile to ensure jobs were completed efficiently and effectively. Good job Chris!

MICHAEL CREESE – SAFETY, SERVICE, RESPECT + RESULTS

S & T COORDINATOR, PYBAR HEAD OFFICE

Michael was recognised for his excellent safety standards, good client management and for continually embodying all four of PYBAR's values.

WILLIAM MURACH – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, MT LYELL

William has gone above and beyond the requirements of his role as a jumbo operator. He was nominated for providing maintenance support on roster and getting the Jacon Combo rig going at start-up.

BENJAMIN PRITCHETT – SERVICE + RESULTS

NIPPER / OFFSIDER, PEAK

Ben was praised for always willing to have a go and consistently exceeding expectations. Good job Ben!

ELI HOHNKE – SERVICE + RESULTS

HMR - DIAMOND DRILLER ASSISTANT, HENTY GOLD MINE

Eli earned a nomination this month for showing great effort and results on the job!



WILLIAM WATERS – SAFETY, SERVICE, RESPECT + RESULTS

TRUCK OPERATOR, CARRAPATEENA

William is a great team player who gives his all every shift! He was nominated by several colleagues for his great workmanship, dedication to all assigned tasks and willingness to share his knowledge.

DARRAH EA – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER / OFFSIDER, MOUNT ISA MINES

Darrah was praised for his positive attitude, his eagerness to help, learn and develop new skill sets. In fact, he's known around site as the "pin-up guy for PYBAR's standards". Well done Darrah!

CAMERON MOWAT – SAFETY, SERVICE, RESPECT + RESULTS

SHIFT FITTER, MUNGANA

Cameron is a deserving winner this month after being nominated for his consistent, reliable and safe work and for stepping up into the Supervisor role for leave coverage.



WILLIAM STEWART-WOODWARD – RESULTS

SHIFT FITTER, VIVIEN

William was nominated for his continuous hard work, positive attitude and eagerness to improve his skills!

WAYNE UREN – SERVICE + RESULTS

BOGGER OPERATOR, THALANGA

Wayne is respected by his peers for always giving 100%, getting his work done in a safe and productive manner and for looking after all equipment he operates.

KYLE MARTIN – SERVICE + RESULTS

CHARGE UP OPERATOR, KING VOL

Kyle's consistent standard of effort and quality of work for road works and bogger / charge up performance was recognised this month. Good job!

MELANIE EPIS-BROWN – SERVICE + RESULTS

HMR - SENIOR ADMINISTRATOR, CORPORATE OFFICE

Melanie was acknowledged for her work in professionally managing the implementation of the REFLEX Hub system.

JANUARY

**DAMIEN SPANGLER – SAFETY + RESULTS**

LH SERVICE CREW, PEAK

Damien was nominated for constantly checking work areas to ensure his and others' safety. Well done Damien!

TIM PEARSON – SAFETY, SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, CADIA VALLEY OPERATIONS

Tim was recognised for his high standard of work and efficiency across a range of tasks. He was also praised for providing initiatives to improve the business and giving a thorough handover to assist safe production.

RICHARD MORGAN – SAFETY, SERVICE + RESULTS

DRILLER, KING VOL

Richard was nominated for his quality of work, safe work practices and achieving results. Good job!

ANDREW OWEN – SAFETY + SERVICE

HMR - DIAMOND DRILLER ASSISTANT, SILVERLAKE RESOURCES

Andrew's continued hard work and initiative to make the drill site a safe and clean environment earned him a nomination this month.

**KAVA RASHIDI – SERVICE**

GRADUATE MINING ENGINEER, HERA

Kava earned a nomination for filling in as relief shift boss over the Christmas/New Year period, while still managing his work as the site engineer. A top effort!

SAM DE BERG – SAFETY, SERVICE, RESPECT + RESULTS

AUTO ELECTRICIAN, MUNGANA

Sam was nominated for his high achievements in both planned and unplanned maintenance and consistently helping others with their tasks.

ROBERT JACKSON – SERVICE

LH FITTER, HENTY GOLD MINE

Rob was recognised for working multiple shifts while rostered off to cover crew members on leave. Thanks and good job Rob!

BRAYD JOHNS – SERVICE

HMR - DRILLER, BROKEN HILL OPERATIONS

Brayd was nominated for his training and coaching of an inexperienced offsider. Well done!

RONALD CAPAN – SAFETY, SERVICE + RESULTS

HMR - DIAMOND DRILLER ASSISTANT, HENTY GOLD MINE

Through a thorough pre-start, Ronnie identified a hazard, which might have resulted in uncontrolled movement, and rectified the issue.

CAMERON BENGE – SERVICE

HMR - DIAMOND DRILLER ASSISTANT, HERA

A new assistant in the business, Cameron has taken to the role and put his hand up to cover shifts to ensure the rig is manned.

**BLAED HUNTER-CARTER – SAFETY, SERVICE, RESPECT + RESULTS**

NIPPER / OFFSIDER, THALANGA

Blaed is a keen worker who was nominated for his eagerness to learn new things and help others. Good job!

DANIEL STANTON – SAFETY, RESPECT + RESULTS

JUMBO OPERATOR, MOUNT ISA MINES

Several colleagues nominated Dan for being a team player with good communication skills and a positive attitude.

KANE DIVALL – SERVICE, RESPECT + RESULTS

TRAINEE SUPPLY ADMINISTRATOR, PYBAR HEAD OFFICE

Kane always assists without hesitation, and is recognised as someone who gets the job done. He was also nominated for easily handling the extra workload while his supervisor and offsider were on leave for a week.

**DALE HARPER – RESPECT + RESULTS**

JUMBO OPERATOR, CARRAPATEENA

Dale was recognised for always achieving targets and showing great leadership. Good job Dale!

RICHARD WANKE – RESULTS

MINING ENGINEER, VIVIEN

Richard's exceptional work in the implementation of iPlod / Magman earned him a nomination this month. Known as a 'quiet achiever', he was also recognised for his willingness to assist crew members when offsite.

DANIEL BELLCHAMBERS – SAFETY + RESULTS

NIPPER / OFFSIDER, MT LYELL

Dan is new to the industry but has been a big asset to the crew! He was nominated for his great attitude on the job and willingness to go that extra mile to get the job done, hence the nickname 'Go to Dan'.



December winner, Mick Creese and CEO Brendan Rouse.



Monthly winners receive the new duffle bag!

WHIP AERIALS SUCCESS



IMPROVING LV SAFETY

Since fitting all LVs in operation across our sites with whip aerials, we've had zero LV interaction incidents.

During the 12 months to June 2017, our sites had recorded a number of incidents where a light vehicle (LV) had 'interacted' with another vehicle in an uncontrolled manner. In some cases, the interaction had been between a light vehicle and a heavy vehicle (HV), such as a truck or bogger (referred to as an LV/HV interaction).

Identified as a major concern, our project management team at Deep South undertook a review of available options to improve the visibility of LVs.

Solving the problem

It was known that the reduced visibility of LVs underground was a contributing factor, even when vehicles were fitted with a mandatory flashing beacon.

A trial of one brand of buggy whip aerial at our Carrapateena project proved to be problematic, but a member of the Deep South team had had a positive experience with Hartac LED Lightstick aerials at an underground project overseas. A controlled trial involving five LVs at Deep South was instigated during July 2017.

Trial success

Following some early light hearted banter that generally involved a reference to a clown or an ice cream van (or both!), HV operators provided overwhelmingly favourable feedback on the increased visibility of LVs. Damage to the aerials was a perceived risk but none was recorded during the trial.

The trial was so successful that the aerials were mandated as a standard across the 175 underground LVs in PYBAR's fleet, at a cost of around \$90,000. Our Procurement Officer Lee Chapman and our Assets Manager Scott Marsden engaged with sites to support the rapid deployment of the aerials.

Results

The last of the LVs were fitted with the aerials in October and since then, we have recorded no interaction incidents involving LVs across our sites! Monitoring is ongoing.

If you have an idea or an experience that you believe could improve productivity or reduce risk of harm to people or equipment, talk to your supervisor or department head.



The trial was so successful that the aerials were mandated as a standard across the 175 underground LVs in PYBAR's fleet.



OUT OF THE OFFICE AND INTO THE TRUCK

KAT UPSKILLS ON THE JOB

Taking the initiative, Vivien Site Administrator Katherine (Kat) Kelly swapped the office for a seat behind the wheel to complete her underground truck driver training.

When Kat Kelly joined us as a Site Administrator at Vivien just over a year ago, she had never imagined she would have the opportunity to train as an underground truck driver.

Exactly one year later she did just that, completing her week-long truck driving traineeship in early February.

It all came about after Kat made a couple of visits underground to learn more about the operation. It was then that she discovered her enthusiasm to get behind the wheel of a truck!

Recognising an opportunity for a valuable upskill, she took the initiative and approached Vivien Project Manager, David Sheppard, to express her interest in obtaining her underground truck operator ticket. David provided his full support and encouragement.

On-the-job training

While Kat's husband Michael, a boggler operator at Vivien, was able to give her some tips, it was a very new experience.

"I only had experience in driving a standard car or ute, so to be driving a big underground mining truck with minimal space, navigating it into tight spaces and learning the articulation was a challenge," she said.

"I spent the first day in the back of the truck watching how my trainer Amy Hillier drove the truck before they put me in the driver's seat.

"Every couple of loads I would drive back to the top to get a feel for it. The last couple of days I was driving myself, with Amy guiding me.

"While the training was full-on, Amy was great and very patient with me."

Opening up opportunities

On-the-job training is a great way to learn new skills. It can mean greater job satisfaction, more career opportunities, and can add real value to operations.

And Kat can't wait to get back on the truck!

"I'm hoping when it's quiet in the office I might be able to jump in the truck or come in for overtime to learn and work more in the field," she said.

Go for it!

Her advice for people looking to learn new skills: "just go for it!"

"It's pretty daunting learning something completely different to what you're used to but it was such a great experience. I really love learning new skills and I would recommend it to everyone."

Congratulations Kat, and well done for Setting the Standard!

Is there a skill or a part of your project or department you'd like to learn more about? We support multi-skilling across our operations so talk to your project manager or supervisor!



On-the-job training is a great way to learn new skills. It can mean greater job satisfaction, more career opportunities, and can add real value to operations.

MT LYELL IN ACTION



L-R: Project Engineer Philippe Pearse, CEO Brendan Rouse and CFO Michael Moore.

SETTING THE STANDARD

Great communication and productivity from our team at Mt Lyell have been fantastic examples of our values of SERVICE, RESPECT and RESULTS in action.

Mt Lyell has an old decline that we are rehabilitating ahead of a proposed recommencement of mining by project owner CMT. Our team of 26 started work in December, displaying an admirable commitment to professionalism and performance.

Communication + Collaboration

"Before our equipment arrived, the crew went underground and mapped out the whole area so we had a good understanding of all the old services, for example, which electrical cables worked and didn't work," said Project Engineer, Philippe Pearse.

"The crew coordinated extremely well with our client's service crew and electricians to determine which electrical cables were live underground so as to enable safe isolation and relocation as required.

"In fact, the client's assistance to help our crews along has been the best I've experienced on any job."

Nice work!

Productivity + Performance

"Every single week we've improved productivity on the shotcrete combo rig - with the operators increasing the amount of shotcrete sprayed by about 10 per cent each week," Philippe said.

By early March, our operators had sprayed a new record of 253m³ for the week - a fantastic result!

The jumbo is almost bang on schedule and work is planned to finish early April.



The team has increased the amount of shotcrete sprayed by about 10 per cent each week!

WILL'S MULTISKILLS KEPT MT LYELL MOVING

Another example of the value in having multiple skills is Mt Lyell's Jumbo Operator, Will Murach.

Will won a CORE Award in December for going above and beyond the requirements of his role by providing maintenance support on roster and coming in overtime to get the combo rig going.

Will was a fitter at Henty and joined the Mt Lyell team after a positive recommendation from the Project Manager.

"It was his first proper go on the jumbo and is working out really well," Philippe said.

"In December, while we were still sourcing labourers for the project, Will was the only qualified fitter we had on site [other than our Maintenance Foreman] and he was happy to pitch in as a fitter or a jumbo operator as required."

Adaptability and skill diversity can play a big part in ensuring our operations run efficiently.

Great job Will.

Mt Lyell Jumbo Operator, Will Murach.





2017 WASMA BALL

WE BUILT THIS CITY

It was an evening of black ties and gorgeous gowns for Perth's mining community as they gathered for the 2017 Annual WASM ball.

Each year, Perth's mining elite in all their finery, come together in support of the WA School of Mines Alumni (WASMA) and the industry. As a principal sponsor of the WASM Alumni, our Business Development Manager Dave Noort represented PYBAR.

Held on 25 November, the 2017 annual ball was set on the foreshore of the Swan River at one of Perth's newest venues 'Beaumont on the Point'. Appropriately themed, 'We built this city', the evening was attended by over 400 people.

PYBAR has been a principal sponsor of the WASMA since 2015, which includes a table and branding opportunities at its annual ball. The event brings together the nation's mining elite and provides a great platform to network with clients, prospects, stakeholders and graduates.

"The facility was smart, the event was very well attended and organised as always," Dave said. "It was a great opportunity to catch up with clients and meet some of the WASM graduates."



L-R: Matt Antill, Dave Noort (PYBAR), Guillaune and Padraig O'Donoghue (Eastern Goldfields), Andrea and Theuns Burger (Newcrest) and Chris Meredith (Advocate Consulting) at the 2017 WASM Alumni Annual Ball.



[The WASMA Ball] was a great opportunity to catch up with clients and meet some of the WASM graduates.

– Dave Noort, Business Development Manager.

Top row (L-R): Sam Thompson, Matt Downer, Drew Apps, Kane Divall, Harry Isaacs, Cara Jordan
 Bottom row (L-R): Eden Culverson, Luke Turner, Amy Symons.



TWILIGHT SOCCER TEAM

HAVING FUN AND KICKING GOALS

PYBAR has entered its first team into the Twilight Soccer Competition in Orange!

With the FIFA World Cup looming, everyone has been experiencing soccer fever, including many of us here at PYBAR!

Well done to Supply Supervisor Matt Downer for registering a PYBAR team in the Orange Twilight Soccer Competition and organising the players.

The team had a strong start to the season by winning the first game but, unfortunately, hasn't been able to secure any more wins (at the time of print)!

Most of the team has very little soccer experience so it's great to see the players giving it a go!

We have discovered however that our Supply Trainee Kane Divall has a hidden talent for goal keeping, stopping the team from experiencing any devastating losses, and our HR Officer Amy Symons needs target practice!

Even though the team still needs a little (maybe a lot) of practice, well done to all for Setting The Standard in community event participation. Keep up the good work and good luck for the rest of the season!



Well done to the team for Setting The Standard in community event participation!



INTRODUCING PYBAR PERKS AND HMR PLUS!

YOUR NEW PLATFORMS FOR ALL THINGS PYBAR AND HMR

We are excited to announce the launch of **PYBAR PERKS** and **HMR PLUS** - your 'one-stop-shop' for benefits and discounts, company news, **CORE** Award nominations and so much more!

WHAT ARE PYBAR PERKS AND HMR PLUS?

PYBAR PERKS and **HMR PLUS** are our new online platforms giving PYBAR and HMR employees access to a whole range of benefits, services and initiatives from one place.

ONE SITE, EVERYTHING PYBAR!

Through **PYBAR PERKS** and **HMR PLUS**, you can:

- Get exclusive discounts and cashback rewards for you and your family at your favourite retailers. You could save up to \$3,000 a year on goods and services!
- Nominate a colleague for a **CORE** Award
- View company and site-specific news, and messages from the leadership team
- Access the Employee Service System and Job Board
- Participate in company polls and surveys, ask questions and more!

HOW DO I ACCESS PYBAR PERKS AND HMR PLUS?

You will be able to access the sites anytime from your laptop, computer, tablet or smartphone!

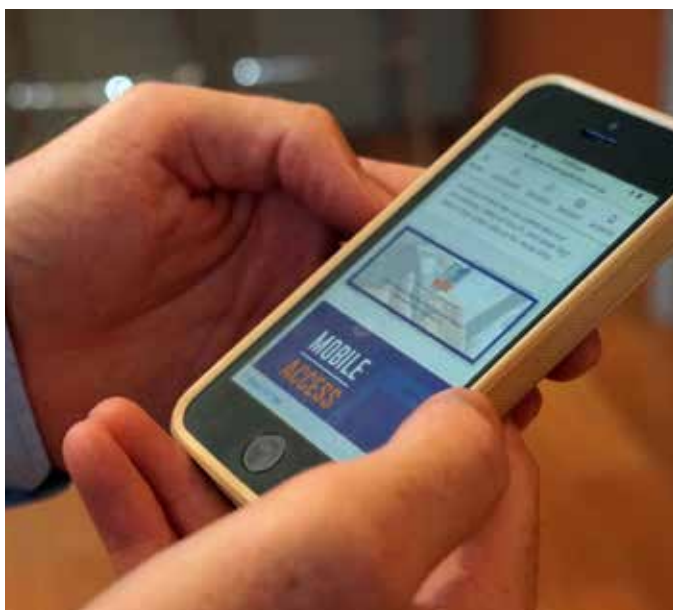
From early April, everyone will receive an email from **PYBAR PERKS** or **HMR PLUS** with a link to the site and steps to create your account and password. You can also visit the website directly to create your account using the email address that we've set up for you.

- For **PYBAR** employees: pybarperks.com.au
- For **HMR** employees: hmrplus.com.au

Elsie, Cara and the HR team will be visiting each site to brief all crews on everything the platforms have to offer and how you can get signed up and saving straight away!

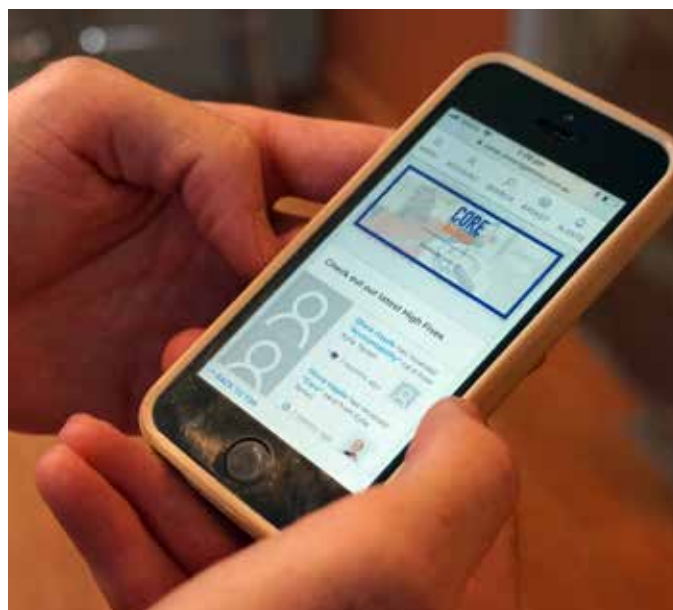


EVERYTHING AT YOUR FINGERTIPS!



INSTANT DISCOUNT VOUCHERS

Pre-purchase retail vouchers and get a discount on every order e.g. purchase a \$300 Wish Gift Card or Instant Voucher and pay only \$285.



CORE AWARDS: AN EASIER WAY TO NOMINATE

Any time you want to nominate a colleague for a CORE Award, simply visit the site and submit your nomination online through the CORE link! We'll still have our nomination boxes as well.



CASHBACK

Many online retailers offer cashback for purchases made through the platform. The cashback value will be credited back to your cashback account. You can then use your cashback to purchase more vouchers, or withdraw it into your bank account!



NEWS AND BLOGS

There'll be blogs from the leadership team, site updates, videos and more!

FACEBOOK CHANGES

DON'T MISS OUT ON PYBAR NEWS!

Facebook is making some big changes to the content it will display in your News Feed. How will it affect PYBAR news?

Earlier this year, Facebook announced that it will start showing more posts from family, friends and groups in users' news feeds, and will show less posts from brands, companies and publishers.

It means you may no longer see as many of our posts, or you may have to scroll through a number of posts to find them!

Don't miss out on PYBAR's news!

We don't want you to miss important updates from us such as our CORE Awards, job ads, business and community updates. To keep seeing our posts, please take two minutes to edit your settings in five easy steps!

STEP 1

GO TO THE HOME PAGE IN FACEBOOK

STEP 2

CLICK THE "..."

It's on the left of the News Feed button (top left menu)

STEP 3

SELECT 'EDIT PREFERENCES'

STEP 4

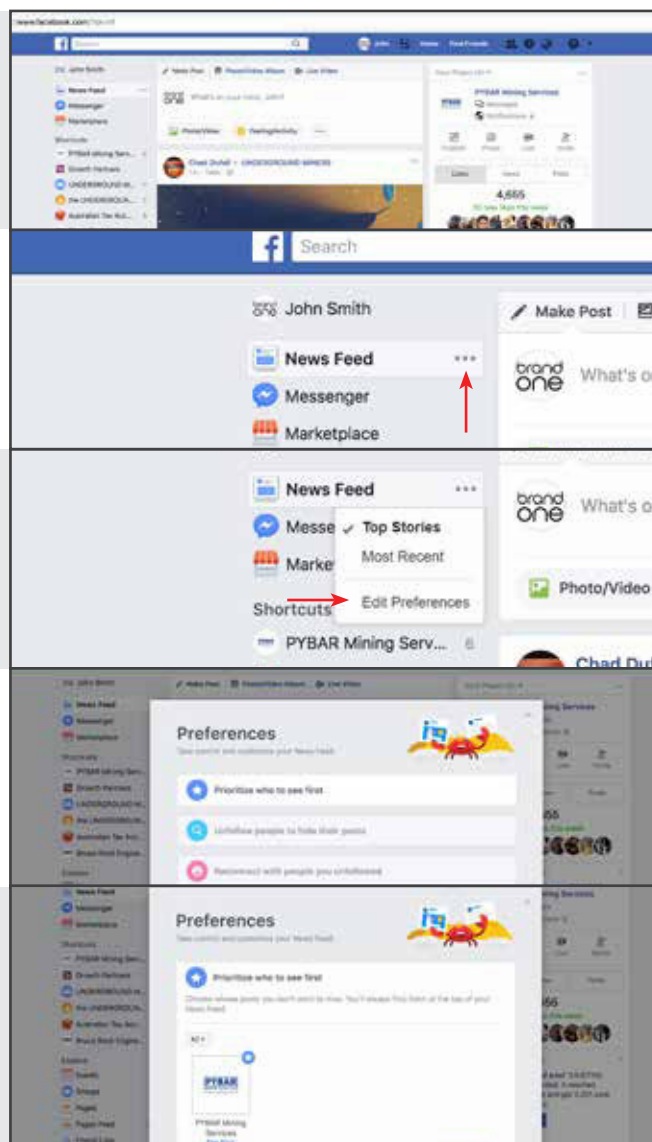
SELECT 'PRIORITISE WHO TO SEE FIRST'

STEP 5

CLICK ON 'PYBAR MINING SERVICES'

A blue star will appear on the top right of PYBAR's logo. PS: You don't have to click all your friends as they will automatically come up on your feed first!

YOU'RE DONE!



CELEBRATING FIVE YEARS SERVICE MILESTONE

In each edition of our newsletter, we recognise colleagues who have achieved five years of service with PYBAR.

Thank you and congratulations to the longstanding employees listed below who have reached their five year service milestones in the quarter ending January 2018.

5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5

START DATE	EMPLOYEE	POSITION	LOCATION
5/11/2012	Joseph Baker	Bogger Operator	Cadia Valley Operations
12/11/2012	Mathew Weir	Jumbo Operator	Mount Isa Mines
17/12/2012	Aiden Scarr	Systems Administrator	PYBAR Head Office
1/01/2013	James Dornan	Project Development Manager	PYBAR Head Office
15/01/2013	Eric Moore	Shift Supervisor	Hera
21/01/2013	Paul Smith	Mining Engineer	King Vol
28/01/2013	Bruce Moore	Mechanical Planning & Reliability Superintendent	PYBAR Head Office

5 YEARS 5 YEARS 5 YEARS 5 YEARS 5 YEARS 5

TALK TO THE EDITOR

If you've got a question, email it to editor@pybar.com.au and we'll answer it in the next edition!



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