

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 15 / SPRING 2018



OUR JOURNEY PART TWO

03

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SETTING THE STANDARD

WHAT'S NEW



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I SPY PYBAR
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COVER: Dargues Gold Mine

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A MESSAGE FROM OUR CEO

As we go to print, the start-up of our largest project to date, Woodlawn in NSW, is imminent. This is an exciting one for us and is providing plenty of opportunity for our employees coming off other projects. The start-up team has mobilisation and construction of the workshop, batch plant and office well under way for an early September start, and will expand to a team of 120 during peak production.

With the recent award of the Thalanga Far West full development and production contract, we continue to build a solid portfolio of projects.

Opportunities

The atmosphere at this year's Diggers & Dealers Mining Forum was undoubtedly upbeat. It was great to see a return to the level of activity and positivity that we've enjoyed in previous years. PYBAR had a strong presence this year with many of our senior management team there to catch up with clients and other industry stakeholders to discuss opportunities and what the industry holds for the next year and beyond.

Training developments

A major recent development has been our decision to become a Registered Training Organisation (RTO). This is big news for PYBAR. It will not only verify the quality of our training systems but will formalise the skills of our employees, providing nationally recognised certifications. Our first goal is to facilitate Underground Metalliferous Mining certificates with a view to expanding on our RTO capabilities into other qualifications.

First photo comp winner

Congratulations to our very first I Spy PYBAR photo competition winners Daniel Cunningham and Marcus Rigby. It's great to see some of you taking a bit of PYBAR with you on your downtime with family and friends. This was the very first round of this new initiative and it's something we hope to continue to evolve as a bit of fun for us all when we're offsite, and as a source of conversation and friendly competition onsite. Remember, you don't always have to have official PYBAR merchandise or branding in the photo... it could be as simple as writing 'PYBAR' in the sand or in another creative way. We hope each round gets bigger and better, so with round 2 kicking off on 1 October, get your photos in to win \$100 of PERKS credit! Even if you don't enter, make sure you vote for your favourite!

Finally, congratulations to our staff and new starters who have moved into new exciting roles over the past quarter, and to all our monthly CORE Awards winners. Keep up the good work.

As always, stay safe.

Regards

Brendan Rouse – CEO

TENDER UPDATE

**PROJECTS WON FROM:
JULY 2018 - SEPTEMBER 2018**

RED RIVER RESOURCES

Thalanga Mine – Far West, QLD

Full development and production



SECOND FAR WEST CONTRACT WIN!

SEVEN YEAR MINING CONTRACT

Following our surface box cut development works at the Far West project at the Thalanga mine site in QLD, we've now secured the underground mining scope.



We have an initial startup team of 17 people onsite at Far West, which will then ramp up over the next two years to a team of 70.

The initial seven year underground contract at Red River Resources' Far West project includes mine development, production drilling and blasting, as well as the loading and hauling of ore and waste.

We have an initial startup team of 17 people now onsite at Far West, which will then ramp up over the next two years to a team of 70.

More wins for PYBAR!

Red River also signed an extension to our current West 45 contract at the Thalanga mine site, which will see us continue to provide mining services for up to two years past the original contract date of January 2019 or until cessation of mine life.



Mine development and production works are commencing at Red River Resources' Far West project at the Thalanga mine.

We will apply to facilitate Certificate II and III in Underground Metalliferous Mining, as part of our RTO certification.



Roy Walsh is working with our SHET team to obtain our RTO certification.



TRAINING GOALS

BECOMING RTO CERTIFIED

In August we took the first steps in obtaining our Registered Training Organisation (RTO) certification!

Over the next 12 months PYBAR will be working to become an RTO. Initially we will apply to facilitate Certificate II and III in Underground Metalliferous Mining.

Prior to submitting our application, the SHET team will review and update our current training and assessment packages to ensure they meet the national framework requirements.

"This is a really exciting step for us and offers our teams a great opportunity to advance their careers in line with the national framework", said CEO Brendan Rouse.

Once we obtain certification, employees who successfully complete the program will be issued with a nationally recognised qualification.

New starter joins the team

We've recently welcomed Roy Walsh to our team who will work with the SHET Department to obtain our RTO certification. Roy has extensive experience in adult learning with an in-depth knowledge of qualification frameworks.

It is expected to take approximately 12 months to achieve our RTO certification. Stay tuned for further updates.



We will review and update our current training and assessment packages to meet the national requirements for each of the training modules.

More training news!

We've also recently begun infield testing of our new Paperless Training System. Luke Turner and Michelle Stuckey recently trialed the new system with our Henty crew.

This new system will enable us to streamline the deployment and access to our training and assessment material, and save valuable time for our teams onsite.



We tested the next generation Cat R1700 model's bogging and loading performance over the four-day trial.

THE NEXT GENERATION R1700 AND R1700G BOGGERS FACE OFF

LOADING TRIAL ASSESSES BENEFITS OF NEW LOADER

The superior loading performance of the new Cat R1700 loader has been revealed during a recent trial at Vivien.

The new model Cat R1700 loader arrived at Vivien late last year to perform some field trials.

After completing a bogging time-in-motion trial, the next test was a time-in-motion study on its loading performance compared to the older model R1700G.

The trial, conducted by our team at Vivien along with representatives from WestTrac's Kalgoorlie subsidiary, ran over a four day period.

Each loader performed two trials loading high grade ore and one trial loading waste ore.

The results? The new R1700 came up trumps!

The next generation R1700 vs the older model R1700G

- Three minutes 58 seconds in a full loading cycle, one minute 12 seconds (23%) less than R1700G
- 12.7 tonnes per bucket of ore, 3.7 tonnes (42%) more than R1700G
- 13.1 tonnes per bucket of waste, 3.5 tonnes (36%) more than R1700G

To be fair to the R1700G, rock fragmentation and machine conditions are factors that may have affected the results. The R1700G experienced more blocky ore for both days underground, which makes it harder for bogging and loading.

Even so, this was a very useful exercise to determine the productivity and efficiency gains that this new machine can deliver to our clients.



The trial was conducted by our team at Vivien along with representatives from WestTrac.



Herrmann Bertani and Tom Evans with our new rig.

NEW EASER

DELIVERING EFFICIENCY AND RESULTS

PYBAR's second new Epiroc Easer L joined our fleet recently and has already been put to work at Mount Isa.

Following commissioning at Epiroc in Orange in early May, the Easer was mobilised to Mount Isa soon after to start its first job at George Fisher Mine.

The fit-for-purpose inspection was completed, and the rig was then transported to site and taken underground for further commissioning and testing. To date, the machine has completed five slot rises and one up-hole slot reaming 162m as part of the 1,440m scope.



The new Easer takes the total number of rigs in our raise bore fleet to eight.

Unique capability

The Easer is a unique compact dual-purpose rig specifically designed to drill conventional, up-hole, and down-hole slot rises while maintaining a low profile.

Our Raise Bore Superintendent Phil Viljoen said: "The Easer is a raise bore rig like no other. Gone is the need for costly concrete pads and additional machinery to move it from site to site as is the case with conventional machines.

"It's also designed to deliver a high level of safety; an example being the ability to load drill rods, stabilisers and reamers from several metres away with a remote control."

The new rig takes our raise bore fleet to eight rigs.

"The growth of our raise bore fleet and capability has been driven by the performance and experience of our drill crews who continue to deliver projects successfully and on time," said Phil.

CORE AWARD WINNERS

RECOGNISING OUR MAY, JUNE AND JULY WINNERS

MAY


DALE MCTAGGART – SAFETY

CHARGE-UP OPERATOR, KING VOL

Dale earned an award for following procedure to rectify an issue with the tag board.

TIMOTHY SWAIN – SAFETY

BOGGER OPERATOR, CADIA VALLEY OPERATIONS

Tim's number one priority is doing the job safely. He was recognised for stopping and reassessing a job to make it safer for himself and his workmates.

BROCK SMITH – SAFETY, SERVICE, RESPECT + RESULTS

SERVICE CREW, PEAK

Brock earned a nomination for being safety conscious and always willing to help others onsite.

CRAIG JOLLY – SAFETY + SERVICE

HMR – DRILL ASSISTANT, BROKEN HILL

Craig was nominated for his involvement in identifying hazards in the workplace and trying to eliminate them.


MATHEW KINGSTON – SAFETY, SERVICE + RESULTS

STOREPERSON, HENTY GOLD MINE

Well done to Mathew for his effort with the new portable toilets.

CHRIS CORCORAN – SAFETY, SERVICE + RESULTS

SENIOR OPERATOR, DARGUES GOLD MINE

Congratulations to Chris for completing his training in several new roles, particularly as a shotcreter, enabling the crew to shotcrete in cycle.

JUSTIN ORSBORN – SERVICE + RESULTS

HV FITTER, MOUNT ISA MINES

Justin earned an award for his help in changing shifts at short notice in order to keep the project running smoothly.

MARDI REDDAN – SERVICE

RECEPTIONIST, PYBAR HEAD OFFICE

Mardi was recognised for her community involvement. She took initiative and ownership of PYBAR Relay for Life in Orange and ensured the team was competitive in raising as much money as possible for the Cancer Council.


RUSSELL SPARKES – SAFETY, SERVICE, RESPECT + RESULTS

MINE FOREMAN, VIVIEN

Several colleagues praised Russell for his outstanding leadership, safety consciousness and his dedication to getting the job done well.

JAMES CHARLES – SAFETY, RESPECT + RESULTS

JUMBO OPERATOR, MUNGANA

James was awarded for his consistent outstanding performance on the jumbo, maintaining a safe and tidy work area and always having a smile no matter how hard the job.

ALISTAIR WILLIAMSON – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, CARRAPATEENA

Several colleagues nominated Alistair for his excellent work, commitment to continuous improvement and sharing his knowledge with the crew.

JAMIE KAYE – SERVICE, RESPECT + RESULTS

HMR – DRILLER, BROKEN HILL

Jamie was recognised for producing good drill metres, as well as mentoring and training a new driller with down-hole issues.

MATT FRANKS – SAFETY, SERVICE, RESPECT + RESULTS

HMR – DRILLER, CSA

Matt was praised for always taking the time to help others and continually displaying a safe and respectful approach to his work.


ALAN SHUN – RESULTS

BOGGER OPERATOR, THALANGA

Alan earned an award for always giving 100% on the job, keeping his work area tidy and looking after his equipment.

PETER BARLOW – SERVICE + RESULTS

CHARGE-UP OPERATOR, BLACK ROCK

Peter was commended for helping out with the Black Rock start-up, as well as his flexibility and willingness to work overtime.

MATTHEW DUGAN – RESULTS

AUTO ELECTRICIAN, HERA

Matt was awarded for his safe innovation of fitting twin gas struts to each side of a 2900 bonnet to minimise a lifting hazard due to the extra weight of RCT equipment mounted on the bonnet.

Well done to all our monthly winners! Don't forget to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate the nominees and winners!

SAFETY SERVICE RESPECT RESULTS



All monthly CORE winners are instantly notified of their win through PYBAR PERKS.

JUNE



KURT SYMMONS – SAFETY + SERVICE

PROCESSING PLANT OPERATOR, HENTY GOLD MINE

Kurt was recognised for his diligent and enthusiastic approach to collating the hazardous chemicals register. He also provided training to ensure all users were able to use the system and maintain its integrity.

JOSHUA PALMER – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER/OFFSIDER, VIVIEN

Josh earned a nomination for participating in the Mines Rescue Training, as well as his safety-first approach in all things he does onsite.

MICHAEL BOYD – SAFETY + RESPECT

HMR – DRILL ASSISTANT, CSA

Well done to Michael for spotting a LV with the wheel nuts installed incorrectly and rectifying the problem.

LUCAS GRAY – SAFETY

HMR – DRILL ASSISTANT, BROKEN HILL

Lucas was praised for identifying a potential entrapment hazard and notifying the shift boss and management straight away.

GORDON DUNN – SAFETY + RESPECT

HMR – DRILLER, SILVER LAKE RESOURCES

Gordon was awarded for his safety-first approach onsite, which lead him to identify a fault with a critical piece of equipment.

KURT LANGHAM – SAFETY, SERVICE + RESPECT

SERVICE FITTER, THALANGA

Kurt was commended for displaying an unwavering commitment to safety on the job. His respect for his peers and jovial personality make the workshop a better place to work!



TOM SEILER – SERVICE, RESPECT + RESULTS

SENIOR MINING ENGINEER, PYBAR HEAD OFFICE

Tom was recognised for working endless hours to launch WebBAR 2.0 to all sites and for always supporting his team!

TERENCE BELL – SAFETY, SERVICE, RESPECT + RESULTS

SHIFT FITTER, HERA

Several colleagues nominated Terry for his consistent high standard of work and willingness to help others and go the extra mile.

AMOS O'CONNOR – SERVICE

TRUCK OPERATOR, KING VOL

Amos was awarded for his high level of workmanship, assisting in different tasks and being a reliable worker.



MATTHEW FISHER – RESPECT

SERVICE CREW, MUNGANA

Well done to Matt who's always learning, listening and being respectful towards his workmates and shift supervisor.

REWA LOUGHLIN – RESPECT

BOGGER OPERATOR, PEAK

Rewa was recognised for his positive attitude and willingness to help others without hesitation. A well-liked and respected employee by all onsite!

NATHAN CAPAN – SAFETY, SERVICE, RESPECT + RESULTS

HMR – TRAINEE DRILLER, HENTY GOLD MINE

Nathan was praised for being a team player and always implementing HMR's SHET policies and procedures.



JASON MOORE – SERVICE + RESULTS

SHIFT SUPERVISOR, BLACK ROCK

Congratulations to Jason for showing great leadership skills since stepping into the shift supervisor role!

RAYMOND MCNIELL – SAFETY, SERVICE, RESPECT + RESULTS

HV FITTER, MOUNT ISA MINES

Ray was praised for his positive attitude, reliable production rate and high work quality.

JULY

**PETER BARLOW – SAFETY, SERVICE + RESULTS**

CHARGE UP OPERATOR, BLACK ROCK

Peter earned a win this month for his continuous improvement with the charge cycle and safety.

ELI HOHNKE – SAFETY

HMR – DRILL ASSISTANT, HENTY GOLD MINE

Eli was nominated for his training of a new offsider and teaching them the correct lifting techniques.

**HAROLD WEBBER – SERVICE + RESPECT**

JUMBO OPERATOR, PEAK

Harold was praised for his good work on the jumbo and getting things done!

MATHEW WEIR – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, MOUNT ISA MINES

Mathew earned a win this month for his excellent time management, work ethic and willingness to help others by sharing his knowledge.

AARON MCGRATH – SERVICE, RESPECT + RESULTS

HV FITTER, DARGUES GOLD MINE

Aaron received several nominations for willingly working overtime to fix issues with the jumbo or loader and train new fitters, ensuring the job runs smoothly.

MATTHEW DOWNER – SERVICE

SUPPLY SUPERVISOR, PYBAR HEAD OFFICE

Several colleagues praised Matt's dedication for improving our systems and processes, as well as volunteering his time for urgent tasks.

TROY HENDERSON – SERVICE

HMR – DRILLER, MUNGANA

Troy was commended for his professional manner in dealing with both PYBAR and Auctus management.

**CHRISTOPHER SPARKES – SAFETY, SERVICE, RESPECT + RESULTS**

SHIFT FITTER, VIVIEN

Several colleagues nominated Chris for his leadership and outstanding service mentoring apprentices in the workshop.

TERRY WRIGHT – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, THALANGA

Terry was commended for his exemplary leadership skills and training new crew members. Several colleagues praised his boot wash construction for all to use.

**JASON ILLFELD – SERVICE + RESULTS**

CHARGE UP OPERATOR, KING VOL

Jason earned a nomination for doing a top job bogging the heading developments and cleaning up the jumbos.

IAN JONES – SAFETY, SERVICE, RESPECT + RESULTS

SHIFT FITTER, HERA

Ian was praised for always going out of his way to help other crew members.

NATHAN DOBSON – SERVICE + RESULTS

APPRENTICE FITTER, HENTY GOLD MINE

Nathan was applauded for his repair work on the rockbreaker, saving the need to call out an auto electrician to site.

LUCAS GRAY – SERVICE + RESULTS

HMR – TRAINEE DRILLER, BROKEN HILL

Lucas earned a win this month for taking the trainee driller's role by the horns and producing safe, quality metres.

PYBAR PERKS

**ALL MONTHLY CORE
AWARD WINNERS
RECEIVE \$100 CREDIT**



FROM LITTLE THINGS BIG THINGS GROW

As we continue our 25 year celebrations, we reflect back on the achievements and milestones that brought us to where we are today.



1993

AWARDED FIRST
CONTRACT
(NORTHPARKES
IN NSW)

2014

AWARDED CONTRACT
MINER OF THE YEAR
(AUSTRALIAN MINING
PROSPECT AWARDS)

2018

AWARDED LARGEST
PROJECT TO DATE
(WOODLAWN MINE
IN NSW)



THE PYBAR JOURNEY



OUR OPERATIONS MANAGER FOR NSW, VIC AND STARTUPS, DAVE HUNTER, IS ONE OF THE LONGER SERVING MEMBERS OF THE PYBAR TEAM. FROM WHEN HE FIRST STARTED BACK IN 2006, HE SHARES SOME MEMORIES AS WE LOOK BACK ON OUR ACHIEVEMENTS.

Paul Kelly's and Kev Carmody's 1991 song *From Little Things Big Things Grow* is one of Australia's most iconic songs and most Aussies will know it. This song resonates with me when I look back at PYBAR and where we are today. If you have been on a road trip with me, you have probably been forced to listen to it a few times!

The song's story is everything we applaud in Australia; mateship, courage, the battler, a fair go, the underdog getting one over the powerful and a happy ending where the hero wins. In particular, the chorus resounds with me when I look back at PYBAR's growth during my time and the strategies used to get to where we are today.

Over the years PYBAR has provided great opportunities for people to grow and our culture epitomises pride and mateship. I'm pictured on the right with my good friend and colleague Darrin Maiden, who has clocked up nearly 10 years' service with PYBAR. I have had the pleasure of working with and mentoring Darrin from Jumbo Operator to Senior Foreman, a good example of *from little things big things grow*.



1995

Name changed to PYBAR Mining Services

Awarded 18 month full mine development and production contract at Mineral Hill



Parkes office, NSW in the late 1990s.

2004

VIC: 1st Contract -
Ballarat East Gold Project
- Woolshed Gully Decline - development, production drilling, shotcreting and cable bolting



PYBAR Head Office before the renovations.

2006

QLD: 1st Contract
- Pajingo production drilling

2007

PYBAR Mining and Civil established with the addition of civil services

2005

SA: 1st contract
- Olympic Dam production drilling and haulage

Moved head office from Parkes to Orange

2001

150 people employed

"We've come a long way from the good old days of 'bolt, bore, charge and fire'... today operators use smart tablets to put their time entries in after operating new state-of-the-art DD422i Jumbos."

1998

Cadia Valley contract awarded.
On site since

1993

PYBAR Pty Ltd founded

NSW: 1st Contract -
Northparkes E26. Project management

"Our determination and great service has paid dividends over the years with many small or short initial scopes of work developing into large and lengthy contracts."

2018

PYBAR turns 25 with over 20 projects and more than 1,400 employees in the PYBAR Group

2017

PYBAR co-founder and CEO Paul Rouse assumes the role of Executive Chairman and Brendan Rouse is appointed new CEO



First gold pour in 2017 at Henty Gold Mine, TAS.

2016

International: 1st Contract
Philippines - Didipio, raise boring

"To think 10 years ago we would be working internationally was not foreseeable."

2014

Kalgoorlie facility established



Australian Mining Prospect Awards 2014 – Contract Miner of the Year Award.

2012

1,000 people employed

PJL Association starts through the sale of "Prevision Pty Ltd" business and assets

TAS: 1st Contract - Rosebery production drilling and cable bolting

2013

Perth office established

HMR Drilling Services - 100% acquisition

2011

Shotcrete division established

2010

Sydney office established

Drilling division established

2008

700 people employed

Moved to new head office in Orange

2009

WA: 1st Contract - Homestead

JTMEC Mining Electrical Contractors - Partnership commences



PYBAR's entry into WA in 2009 – Homestead decline.



PYBAR Head Office after the renovations.



Our fleet at Tritton, NSW in 2008.



PYBAR PUZZLE-TIME!

CAN YOU FIND 14 OF PYBAR'S CURRENT PROJECTS IN THE WORD SLEUTH BELOW?

B L Q H H W K E T V M I E M Q S W Q O H I N D C Q
P B G E S E J L H W J V G F K O T L U I D Y N W Y
T X N N P E O Z A K A E P A O L J Y N L I P E Q L
M T G L M B H A L V B E U D T Y A G N I Z D X O N
Y O B Q X B W G A K X R L A R S J Q I H C T B D X
W L U A K C A W N H G A Z L E S V X Q E G G E J V
M Q M N Z N I K G Q W Q D U O V W P N E V V C G L
U E Z J T T F O A N C U G V T V P E I N I U K H Y
U Q H C E I I C M V A R X G Y T G B K A V B Q I N
Z T N M S V S R M X A B U U Y J Z N Y O I N Y J W
F B H J A U A A N D V B L B F A N G I Q E D M U Z
J X G O V E V A J F A R S K A F R U X K N L T R I
I D T A N J Y R H G F L K N Q R L U H S J Y F D Y
W P I T A D L E C G H K J U D Y S A V A X E X M K
R Y H D J Q Q P M L B B H Q P E V Q E N D D N L T
H I L T I Q J I I F U Q W N P L Y G U A Y P V O L
Y O E F V P O U B U N L Q O B S M H C G C B O O C
A F K G T U I T N I V H B O W C X G I N O I U S O
A A I W W J W O Y W Z M W C O C L J Y U V W N J W
E S S J J C A D I A V A L L E Y G B V M P A P N M
J R J B R B U M Q O C J U X Z G X T G E Z B X V M
A P J R O V A E D N E M T L Y E L L N P X X W X E
O R I I W D F E X H Y Q X I I K X Q N M Y B U J O
W U E L N M W T A A D P B O Y Y U G M S O W A J Z
N Q Z H C U G C C X T K D G L D J F W G H C P G H



Osborne, 2011



The Tritton crew, 2008



Red October, 2011

- CADIA VALLEY
- ENDEAVOR
- KING VOL
- MUNGANA
- VIVIEN
- DARGUES
- HENTY
- MOUNT ISA
- PEAK
- WOODLAWN
- DIDIPIO
- HERA
- MT LYELL
- THALANGA

HOW WELL DO YOU KNOW PYBAR?

- What does the P, B, A and R stand for in PYBAR?
- When is the PYBAR 25th anniversary date?
- Where was PYBAR's first mining contract?
- In what year did PYBAR move to its new head office in Orange?
- What was PYBAR's first WA contract?
- Who was PYBAR's first employee of the year?
- To the nearest 100, how many employees does the PYBAR Group have?
- What are PYBAR's CORE Values?
- How many raise bores does PYBAR have in its fleet?
- What year did PYBAR win the Contract Miner of the Year award?

Answers below.

1. Paul, Brendan, Andrew, Rouse; 2. 21 June 2018 (incorporated in 1993); 3. Mineral Hill; 4. 2008; 5. Homestead; 6. Adrian Byers; 7. 1,400; 8. Safety, Service, Respect, Results; 9. Eight; 10. 2014



The Tasmania workshop participants.



Bram with the Perth workshop participants.

SUPERVISOR LEADERSHIP WORKSHOPS

TRAINING OUR PEOPLE

Over 80 of our supervisors have now participated in workshops to equip them with the knowledge and techniques to lead with confidence!

Recently we welcomed Bram Connolly DSM to our team in the newly created position of Supervisor Trainer.

Bram's role, heading up our leadership training, is part of our continuing commitment to the ongoing professional development and learning of our people.

A respected leader

Bram had a distinguished career in the military where he spent two decades within Australian Special Operations Command.

He has held several leadership positions within Special Forces, including within the Australian counter terrorism response team and officer in charge of selection for Special Forces, culminating in his appointment as the international engagement officer for the Australian Special Operations Command.

Hands-on workshops

One of Bram's first initiatives was the roll-out of an exciting leadership program.

The two-day workshops, which have been held in Perth, Sydney, Townsville, Brisbane, Orange, Canberra and Tasmania to date, were designed for our dynamic, fast-paced and challenging working environments and exposed supervisors to day-to-day leadership problems they were likely to encounter.

Coming soon

This December Bram will be organising project manager-level leadership workshops and further ongoing training action plans, so stay tuned!

If you have some feedback or require further training and support, get in touch with Bram!

**LEADERSHIP
BUILD RESPECT.
GET RESULTS.**

**BE.
KNOW.
DO.**

BE what a leader is

KNOW what a leader knows

DO what a leader does



The two-day supervisor leadership workshops were designed for our dynamic, fast-paced and challenging working environments.



The new Volvo truck with a lower noise output.



Monitoring noise and vibrations onsite.



A roving monitor at a neighbouring property measures vibrations.

DARGUES DEVELOPMENT

WORKING WITH THE COMMUNITY

Working closely with the local Majors Creek community has been our top priority as we continue developing the Dargues Gold Mine.

Respecting the communities and environments in which we operate is part of our core values.

With decline development in full swing and recently hitting the 175m milestone, we received feedback from residents about noise and vibrations. The Dargues team immediately responded, undertaking an investigation into mitigation measures for our trucks, machinery and how we operate.

Solutions

Initially, a new sound attenuating exhaust was fitted to our truck, however noise testing results found it to be inadequate. At this point, truck movements were altered, and a new truck with a lower noise output was sought. In addition to the new truck, altered truck loading methods have been utilised to further reduce noise.

In accordance with the current Noise Management Plan an external noise specialist has been engaged to provide regular noise monitoring reports and recommendations for noise mitigation controls.

During the surface blasting scope of works, in addition to the current field of blast monitors, we installed a roving monitor at neighbouring properties where residents had concerns.

We've also made changes to the explosives pattern and strength to minimise vibration and overpressure.

Initiatives return RESULTS

The new initiatives have resulted in a noticeable reduction in vibration and overpressure, which will continue to decrease as mining progresses further into the decline.

Noise levels have also had a measurable reduction with further improvements planned in the near future!



The new initiatives have resulted in a noticeable reduction in noise, vibrations and overpressure.



Our WA Operations Manager Wayne Gough and COO Scott Todd manning the PYBAR booth at Diggers & Dealers.



CSO Andrew Rouse and Executive Chairman Paul Rouse.

DIGGERS AND DEALERS

BIG CROWDS, POSITIVE OUTLOOK!

Members of our senior management team attended the annual Diggers & Dealers Mining Forum in August, which saw one of the largest turnouts in recent years!

About 2,300 delegates from mining and exploration companies, brokers, bankers, investors, financiers and mining service industries descended on Kalgoorlie, the unofficial gold mining capital of Australia.

We had strong representation from the PYBAR Group, with our Executive Chairman Paul Rouse, CEO Brendan Rouse, CSO Andrew Rouse, COO Scott Todd, WA Operations Manager Wayne Gough, Group Investment Manager Nick Woolrych and HMR Drilling Services General Manager Stewart McLeod in attendance.

As always, Diggers & Dealers is a great opportunity for us to network with clients, prospects and other stakeholders. This year we exhibited in the main marquee and attended our sponsor partner WA School of Mines Alumni's (WASMA) sundowner.

Key messages

This year's forum coincided with the 125 year anniversary of the gold discovery that sparked the Kalgoorlie-Boulder gold rush.

Presentations covered the usual topics of production and exploration, as well as common themes surrounding mergers and acquisitions, and technology.

Attracting young people to the mining sector was a hot topic after a big decline in the number of enrolments in mining engineering, metallurgy, geology and surveying. Our WASMA sponsorship allowed us to showcase our great graduate and trainee programs to young talent!

Another year done and dusted

The event concluded with the WesTrac Gala Dinner where the 2018 Diggers and Dealers Awards were presented to outstanding players in the industry. Well done all!



This year's Diggers & Dealers saw one of the largest turnouts in recent years!



Get your loved ones to draw, write or take a photo to show us why they want you to stay safe at work!

FAMILY SAFETY COMPETITION

WHAT SAFETY MEANS TO OUR LOVED ONES

We want your loved ones to tell us or show us just what it means to them to know that you are being safe at work every day.

Making sure we all go home safe and healthy to our families and friends at the end of each shift or swing is at the core of our values – not just our company values but also those of our loved ones!

The PYBAR Safety Competition aims to give everyone that is important in our lives – your mum, dad, brother, sister, grandma, grandpa, aunt, uncle or friend – the opportunity to express just what it means to them to know that you are doing everything you can to act safely at work and return home.

The competition is about getting your families involved, so share it with your kids, partners, extended family and friends. They can write a story, draw a picture or take a photo. Every entry received will be sent on to the relevant site to be displayed – and the best entries at each site will win!

Each entry must contain the following information on the front page:

- Name and age of the person entering
- Name of the person (PYBAR employee) the entry is about and the site they work at



The PYBAR Safety Competition is open to all family and friends of our employees.

Prizes to be won!

Our Operations Managers, Site Project Managers and Site Safety/ Training Coordinators will be judging the entries at each site.

The best entries at each site will win:

- 1st prize - \$100 eftpos voucher
- 2nd prize - \$50 eftpos voucher
- 3rd prize - \$50 eftpos voucher

The first prize winning entries from each site will be shared in upcoming newsletters. The competition closes on Thursday 22 November, 2018. Upload your entries via pybarperks.com.au, or email safetycompetition@pybar.com.au or mail to:

Safety Competition
PYBAR Mining Services
 1668 – 1670 Forest Rd
 ORANGE NSW 2800

Our team working on the new upgrades to the PYBAR PERKS platform.



PERKS UPDATE

NEW FEATURES, AWESOME REWARDS!

We're updating our PYBAR PERKS employee rewards program with some brand new features.

You have all been saving big on PYBAR PERKS! Since launching in April, over \$90,000 worth of discounted purchases have been made! The Hera crew are the highest spenders, with over \$13,000 worth of rewards purchases, followed by the Cadia Valley crew with over \$10,000.

Live now!

We've recently launched the Mineral Milestones wall where you can see who's celebrating a service anniversary. Congratulate your work mates for reaching three (copper), five (silver), seven (gold), 10 (platinum) and 11+ (diamond) years of service!

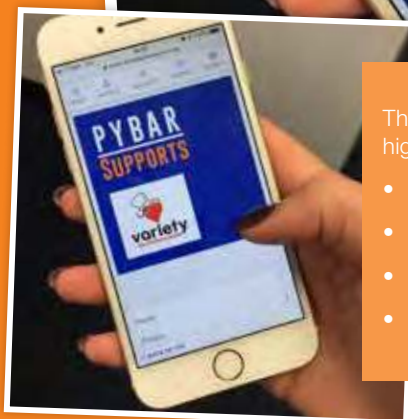
Another new feature is the Charity tile where you can view information on how to support PYBAR's charities including the Variety Bash.

Coming soon

Keep an eye out for these features launching shortly:

PYBAR News. These will be regular episodes where you can catch up on news from around our sites.

PYBAR Site Seeing Series. We'll show videos from around our sites. In the first video, we visit our Henty Gold Mine site, catch up with crews underground and tour the processing plant.



The top four retailers with the highest amount of spending are:

- Woolworths – over \$23,000
- JB Hi-Fi – over \$14,000
- Harvey Norman – over \$9,000
- Jetstar – over \$6,000.



Since launching in April, over \$90,000 worth of discounted purchases have been made by employees through the platform.



WINNER People's Vote: Daniel Cunningham
No work today but I'll be working the wheel, let's go racing.



Daniel Cunningham's racing photo sped away with the win, taking out the most popular photo with 179 votes!

i-spy PYBAR

AND THE WINNERS ARE...

We've loved seeing your entries come in for our first ever employee photo competition!

PYBAR was spotted in sunny Cairns, on James Bond Island in Thailand, in the snow in Orange and even on the front page of The Australian newspaper!

Congratulations to our two winners:

People's Vote: Daniel Cunningham's racing photo sped away with the win, taking out the most popular photo with 179 votes!

Judges' Vote: With so many fantastic entries, it was a tough decision to crown the Judges' Vote. Ultimately, it went to Marcus Rigby's great holiday photo in Thailand!

Both winners receive \$100 of PERKS credit to spend with any retailer they wish on the PYBAR PERKS platform.



WINNER Judges' Vote: Marcus Rigby
Hanging out with my daughter, Emerald, at James Bond Island in Thailand on our family holiday.

Round two!

The second quarter of our employee photo comp kicks off on 1 October! Upload your photos via pybarperks.com.au between 1 October and 30 November for a chance to win.

Remember all photos MUST:

- Be taken offsite
- Feature the word PYBAR or some PYBAR branding
- Not be photoshopped!

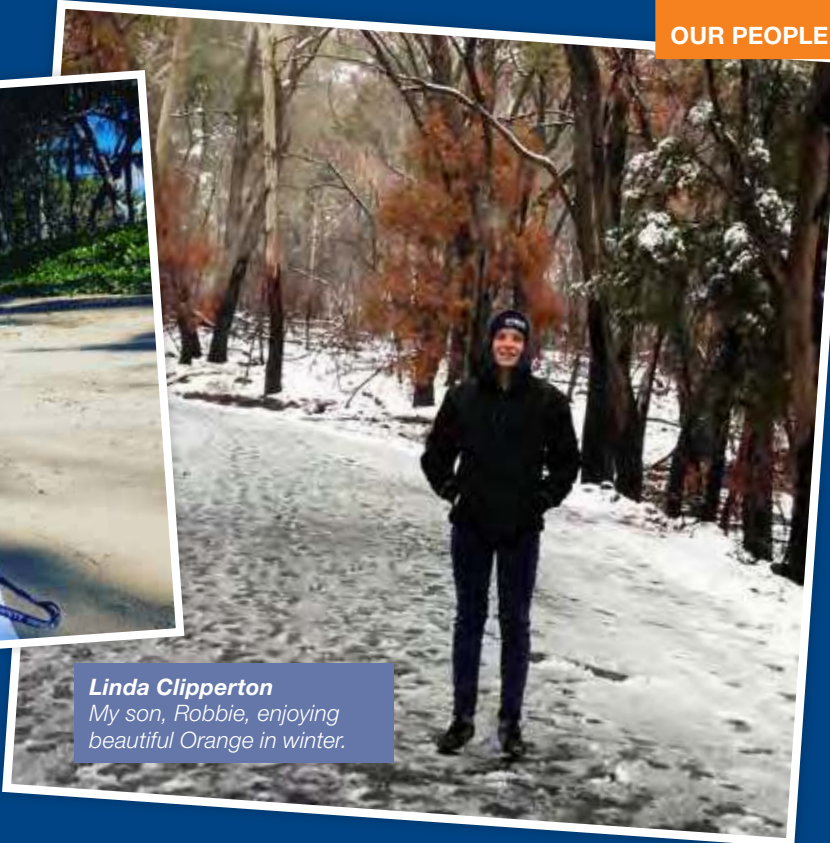
Full Terms & Conditions and Code of Ethics are available at pybarperks.com.au

HINT: It's best to get your photo entry in as early as possible to start earning votes for a chance to win the People's Vote! And share, share, share to get your votes! Time to get snapping and good luck!

Justine Darke
Holidaying in Cairns!
#bliss #spotthelogo



Linda Clipperton
My son, Robbie, enjoying
beautiful Orange in winter.

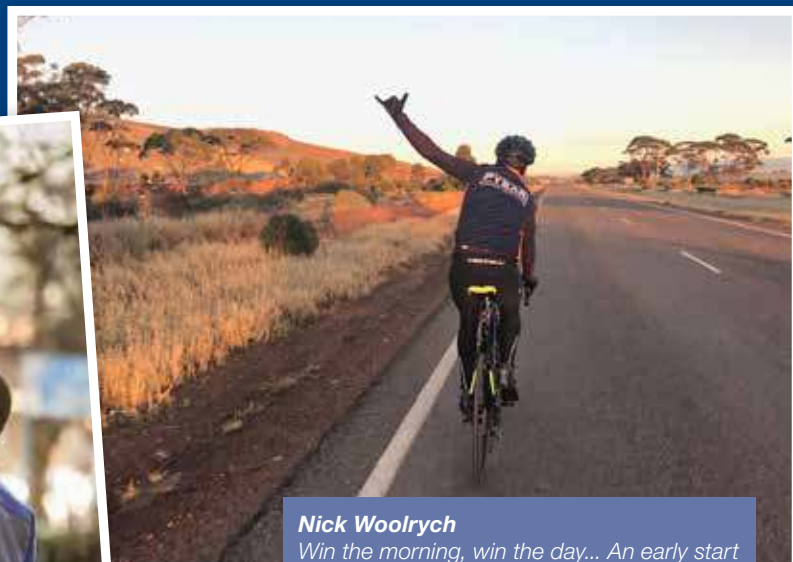


**CHECK OUT ALL THE
ENTRIES, CAN YOU SPY
THE PYBAR IN THE PHOTO?**



Ola Tawose
The joy of colour city.

Fun fact: Ola's photo also appeared on the front page of The Australian newspaper as part of a story on immigrant settlement in regional Australia.



Nick Woolrych
Win the morning, win the day... An early start with the PYBAR Cycling Club in Kalgoorlie.



Stewart McLeod
I spy PYBAR one, two, three, four, five, six, seven... times at Diggers & Dealers in Kalgoorlie! #PYBARbooth



Jordy Dickerson was recognised at the Western NSW Training Awards.

A TOP TRAINEE

JORDY RECOGNISED IN TRAINEE OF THE YEAR AWARDS

Congratulations to our employee Jordy Dickerson for being selected as a Trainee of the Year finalist at the 2018 Western NSW Training Awards!

Jordy joined the team as a Site Administrator Trainee in March 2017, as part of our traineeship program, and successfully completed her Certificate III in Business Administration this March.

Her hard work, determination and excellent studies at TAFE earned her a nomination for the Western NSW Training Awards.

Following an interview with the judging panel, Jordy was selected as a Trainee of the Year finalist. Winners and finalists were presented at a gala event held on Friday 15 June.

A keen learner, Jordy is currently registered for a Certificate IV in Business Administration. Congratulations Jordy and good luck with your future training!



Jordy was selected as a Trainee of the Year finalist at the 2018 Western NSW Training Awards!

TRAINING THE NEXT LEADERS

WELCOME TO OUR NEW RECRUITS

Meet our new trainees from across the business!

Our traineeships are an important part of our recruitment. We're proud of our programs which provide trainees with on-the-job training, hands-on experience and plenty of support to realise their potential and shape a career in mining.

Our programs also give local community residents the opportunity to enter a local industry while obtaining valuable administrative qualifications.

Say hello to our new trainees!



We provide our people with on-the-job training, hands-on experience and support to help realise their potential and shape their career in the mining industry.



Courtney Crowe – Procurement Trainee, PYBAR Head Office

Courtney is learning the ropes in mining business processes and how Procurement and Supply supports control of expenditure.



Lauren Triffett – Site Administrator Trainee, Henty Gold Mine

Since starting in July, Lauren has learnt how to create purchase requisitions and adjust transactions in MinePoint, enter maintenance plod and prestart data, and use WebBAR.



Rebecca Foxon – Accounts Payable Officer Trainee, PYBAR Head Office

Rebecca's role involves processing receipts, purchase orders, invoices and liaising with new vendors.

MOVERS & SHAKERS

SENIOR STAFF CHANGES

We've made some changes to our senior management team, welcoming a new team member and seeing a few of our hard-working managers move into exciting new roles!

Our Chief Operating Officer Scott Todd said: "It's great to see there are opportunities for both career development within our current workforce, as well as new employees who bring fresh ideas and approaches". Congratulations to all! Here we find out a bit more about their new roles.



**Rob Patterson,
SHE&T Manager**

In April, we welcomed Rob Patterson to the SHE&T Manager role.

Rob has been refining our documented safety systems and instilling a safety-first behaviour across our sites. He's excited about PYBAR's commitment to technology investment to facilitate improvement in the safety of our operations.



**Tom Devjak,
General Manager
– Assets and Supply**

Our former General Manager – Procurement and Supply has expanded his role to the maintenance and plant department.

Tom will be establishing our maintenance policies, resourcing the department and supporting sites to set up our business for the future.



**Wayne Gough,
WA Operations Manager**

Wayne first joined us in October 2014 as Project Manager at Red October in WA. Since then he has successfully project managed a number of our projects including Burbanks, Matilda, Deep South and most recently Carrapateena.

His solid management experience and dedication saw him promoted to WA Operations Manager and he's looking forward to the new challenge.

**Michael McLoughney,
SA & TAS
Operations Manager**

Since April 2017, Mick has been overseeing the successful delivery of our South Australian operations, including steering the Carrapateena team to set new benchmarks of performance.

Following a smooth demobilisation from the Carrapateena project, his role has expanded to include Tasmania. Mick is looking forward to bringing some of the skills and knowledge he has acquired through other successful projects and sharing those ideas with the Henty team.



Professional development is an important part of PYBAR's culture.

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

FIVE YEARS SERVICE

CELEBRATING FIVE YEAR SERVICE MILESTONES

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

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

START DATE	EMPLOYEE	POSITION	LOCATION
25/06/2013	Sean White	Mining Engineer	Hera
1/07/2013	Luke Malatesta	Senior Mining Engineer	PYBAR Head Office
29/07/2013	Timothy Mendham	Service Crew	Cadia Valley Operations



Check out all of our employee 'Mineral Milestones' on PYBAR PERKS!

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