

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 27 / SPRING 2022



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INJURY PREVENTION**
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On the cover:
PYBAR's new Elphinstone CAT WR820
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**SAFETY
SERVICE
RESPECT
RESULTS**



A MESSAGE FROM OUR CEO

Welcome to the first PYBAR newsletter for me since moving into the Chief Executive Officer role some months ago.

It has been a pleasure to return to PYBAR after a 14-year break and to see how the company has adopted new technology, systems and equipment to successfully deliver specialised underground mining solutions to our clients across Australia. It is also pleasing to see a number of familiar faces within the business, as well as new team members, all proudly maintaining the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS.

Since stepping into the role, there have been several changes implemented across the business which aim to make us more efficient and operations focused, with a vision towards future growth in our area of expertise: underground hard rock mining.

Balanced Business Plan

In May, we embarked on developing our Balanced Business Plan which was focused on our business strategy for the FY23 period, covering the key pillars of HSEC, People and Organisation, Operations, Growth, and Outcomes. Further details, including our FY23 BBP and the "Going for Gold Conference" are included in this newsletter.

Organisational Support Structure

Recent changes to the organisational structure have been implemented to enable Metarock to better support both the Mastermyne and PYBAR businesses, with a consolidation and sharing of resources at group level. This will make us more efficient, provide a support platform for future growth and allow greater interaction and skills transfer across the business.

Operations

Our operational performance has continued to face challenges as we resolve some ongoing contractual matters at several of our projects. Despite these challenges, our personnel continue to work hard for the best project outcomes.

One of the highlights of my role is being able to travel around this great country of ours and see our operations first hand and meet and spend time with our clients and the PYBAR people that make and support our business. It's pleasing to see that many of these people have been part of the PYBAR family for many years which is reflected in the numerous service awards issued, in particular the number of awards issued for service of greater than 10 years.

Our people, performance, systems, and capability are what enable us to deliver on our current contracts and secure new work.

I am particularly proud of the efforts of our team at Eloise who have played an integral part in PYBAR securing a further four year development contract and we look forward to working with and supporting our client AIC in its future growth plans.

Furthermore, in terms of new work, we have also secured raise drilling contracts at Eloise and the Kidston Pumped Hydro project where the raise boring team will be developing critical water intake, ventilation and cable shafts for the underground power station.

At the time of writing this report, we had just received some additional great news including a further contract extension at Gwalia, which is true credit to Project Manager, Dan Adams, and the team on site who have continued to provide a quality service to our client, St Barbara.

In addition, we are in the process of executing a three year fixed term contract for the supply of shotcrete and CRF to MMG Mining at their Rosebery Mine. This award is a fantastic result and forms a key part of our FY23 growth strategy and a return to operations in Tasmania.

Tendering activity has been consistent with numerous opportunities and contract awards in both the Eastern states and Western Australia.

Safety Focus

To continue to win more work, we need to stay true to our values and, in particular, uphold our values around safety. Over the last quarter, we have seen an increase in reportable injuries, which is disappointing as it means that we have injured people whilst at work. We must work together to continue to focus on hazard identification and controls, supervision and leadership and work within our procedures to improve our performance. You will note in this newsletter that Rob Patterson and the SHET team have rolled out a Safety Theme Calendar to ensure we are consistent in our approach across all sites throughout the year.

It is important to note that by the time this newsletter goes into print we will be approaching Christmas. Across the industry, this time of year is often regarded as a high risk period as people are focused on family, friends, activities outside of work, travel etc., which can cause a loss of focus and complacency both at work and at home. We must ensure that throughout this period we remain vigilant on safety and look out for each other. We should also take note that Christmas is not always a pleasant time for some people, so please keep an eye on your mates and colleagues to ensure that they are OK.

Looking Ahead

In closing, I'd like to thank everyone for their efforts throughout the year and wish everyone a safe and happy Christmas and New Year. I'd also like to personally acknowledge the sacrifice that many of our site personnel will be making whilst working through the Christmas / New Year period in order to keep our operations running.

I am looking forward to the New Year which will see PYBAR celebrate its 30th year in operation, which is an extremely impressive milestone. We will also see new work commencing at Malabar, Kidston and Rosebery and hopefully a few more sites to come, all of which form a key part of our ongoing growth strategy.

James Glover – CEO

PYBAR'S BALANCED BUSINESS PLAN

GOING FOR GOLD IN FY23

The first PYBAR annual Business Plan, developed since joining the Metarock Group late last year, was rolled out recently at a conference in Orange.

The conference, held in August around the time Australia was dominating at the Commonwealth Games, was dubbed "Going for Gold FY23" and was the launch platform for the Balanced Business Plan for the 2023 financial year.

Going for Gold FY23 drew together PYBAR representatives from across every site, department and a broad range of roles to learn about, discuss and contribute to the future direction of PYBAR for the 2023 financial year and beyond.

Why Have a Balanced Business Plan (BBP)?

Metarock Group companies have been using the Balanced Business Plan model, or BBP as it's known, for over 10 years, with demonstrated success in delivering results, year after year.

The first PYBAR BBP for FY23 was developed over several months by a team of leaders from across the business following a proven process. What came out of that process was a clear, shared purpose and vision for PYBAR:

Our Purpose - To develop great people who deliver outstanding underground mining services.

Our Vision - Making Australian underground mining services the best it can be.

CEO's Imperatives

Informing all the discussion which led to the formulation of the Business Plan were key non-negotiable imperatives for the business outlined by PYBAR's CEO, James Glover.

"PYBAR's Balanced Business Plan is essentially a plan on a page which summarises our key focus in the areas of HSEC, People, Operations, Growth and Outcomes for FY23. The most important part is that it's not my plan, it's our plan! The imperatives provided at the start of the journey were considered by the leadership group, then forged into our FY23 BBP. The intent is that our plan is real, we are accountable, and we can measure our success," said James.

Metarock have been using this framework for a number of years and if you look back several years ago, a growth target was to diversify into the hard rock sector. The recent acquisition of PYBAR demonstrates the process works," he said.

JAMES' FY23 IMPERATIVES

- 1 **Be safe / don't hurt anyone** – supervisors must be supervising
- 2 **Consistency in performance** – physical and financials
- 3 **Win repeat work**
- 4 **Defined opportunity pipeline**
- 5 **People are key** – focus on retention and development
- 6 **Be a price setter** – customers want to work with us
- 7 **ESG** – what does it mean for PYBAR?



FY23 BUSINESS PLAN PUT SIMPLY

The key pillars of the BBP are:

- HSEC (Health, Safety, Environment & Community)
- People
- Operations
- Growth
- Outcomes

Under each pillar are the goals of the BBP:

HSEC	PEOPLE	OPERATIONS
<p>No Life Changing Events</p> <p>This goal is really important because:</p> <ul style="list-style-type: none"> • We want all of our employees to be able to live their lives to the fullest, at home and at work <p>How are we going to make this happen:</p> <ul style="list-style-type: none"> • Push the message that every job MUST be done safely • Stop a job if it is unsafe or if we are unsure 	<p>Attract and Retain Great People</p> <p>This goal is really important because:</p> <ul style="list-style-type: none"> • As a mining contractor, people are the lifeblood of our business • We want the best in the industry working for PYBAR • Once we attract good people to the business, it's important to retain them <p>How are we going to make this happen:</p> <ul style="list-style-type: none"> • Each of us plays a role in attracting and retaining by "selling" the PYBAR story • We'll catch people doing something well and then call them out for it • We'll get to know our people and do things to show them we're interested in them 	<p>Conquer our Targets</p> <p>This goal is really important because:</p> <ul style="list-style-type: none"> • A strong operational focus will drive our financial performance • Stronger financials = more room for growth, new equipment, career development etc. • We'll gain a reputation for being reliable; we'll roll over contracts and win more work <p>How are we going to make this happen:</p> <ul style="list-style-type: none"> • Don't accept constant underperformance - live out our values SAFETY, SERVICE, RESPECT, RESULTS • Look after PYBAR's gear like it was our own • Challenge the "norm". Tell your boss if you think there's a better way to do a job
<p>Increase Active in Field Leadership</p> <p>This goal is really important because:</p> <ul style="list-style-type: none"> • It makes sure our leaders are in touch with what is happening at the face • We can check that our critical controls are in place • There will be extra eyes looking for any holes in our systems and controls <p>How are we going to make this happen:</p> <ul style="list-style-type: none"> • Get our leaders out to our projects more • Speak openly and honestly about safety to each other • Be pro-active in raising safety issues with your supervisor 	<p>Ignite our Learning Journey</p> <p>This goal is really important because:</p> <ul style="list-style-type: none"> • Developing our people will make us stronger • Engaging in our employees' development will improve retention <p>How are we going to make this happen:</p> <ul style="list-style-type: none"> • Share your experience and learnings with others • Get outside of your comfort zone • Understand the 70/20/10 learning model and try it out at work 	<p>GROWTH</p> <p>Earn the Right to Partner and Win More Work</p> <p>This goal is really important because:</p> <ul style="list-style-type: none"> • Our easiest way to grow is by building on our current contracts • Delivering for our clients will improve our reputation and help us win more work <p>How are we going to make this happen:</p> <ul style="list-style-type: none"> • Build strong relationships with our client reps at all levels • Find opportunities to add value to our projects and our clients • Share with client reps good news stories about PYBAR
SAFETY	SERVICE	RESPECT
	RESULTS	

The Financial Year Ahead

With the Business Plan finalised, the work doesn't stop there. The BBP leadership team, led by NSW Operations Superintendent, Xander Beccari, and Supply Superintendent, Matt Downer, will be working towards delivery of the BBP throughout the year, following a scorecard process devised to track progress towards our goals for FY23.

The Balanced Business Plan is a vital part of the future success of PYBAR and the Metarock Group as a whole. With the Plan as our guide, we look forward to the strong year ahead for our people and our business.

TENDER UPDATE

PROJECTS WON TO SEPTEMBER 2022

WA

St Barbara Ltd, Leonora Operations, Gwalia Mine

Six month extension to existing contract with a small team delivering development and rehab services.

QLD

AIC Mines Ltd, Eloise Copper Mine

Four year development and shotcrete contract consisting of:

- Development of declines, level accesses, ore drives, stockpiles and infrastructure
- Provision of all facilities, services, labour, supervision, administration, construction plant and materials
- Underground mining fleet consisting of two twin boom jumbos, two loaders, charge rig, shotcrete spray rig
- New Elphinstone Cat WR820 10m³ agitator (agi)

AIC Mines Ltd, Eloise Copper Mine

Raise bore contract to drill vent shaft with service holes, slots and escapeways.

McDonnell Dowell Constructors (Aust) & John Holland, 250MW Kidston Pumped Storage Hydro Project

- The Kidston Pumped Storage Hydro Project is the flagship project of the Kidston Clean Energy Hub, located in Kidston, Far-North Queensland. The project is the first pumped hydro project in Australia for over 40 years, the first to be developed by the private sector, and the third largest electricity storage device in the country.
- Raise bore four shafts totalling 970m consisting of:
 - Two 4m diameter raise bore shafts
 - Two 5m diameter raise bore shafts

TAS

MMG Limited, Rosebery Mine

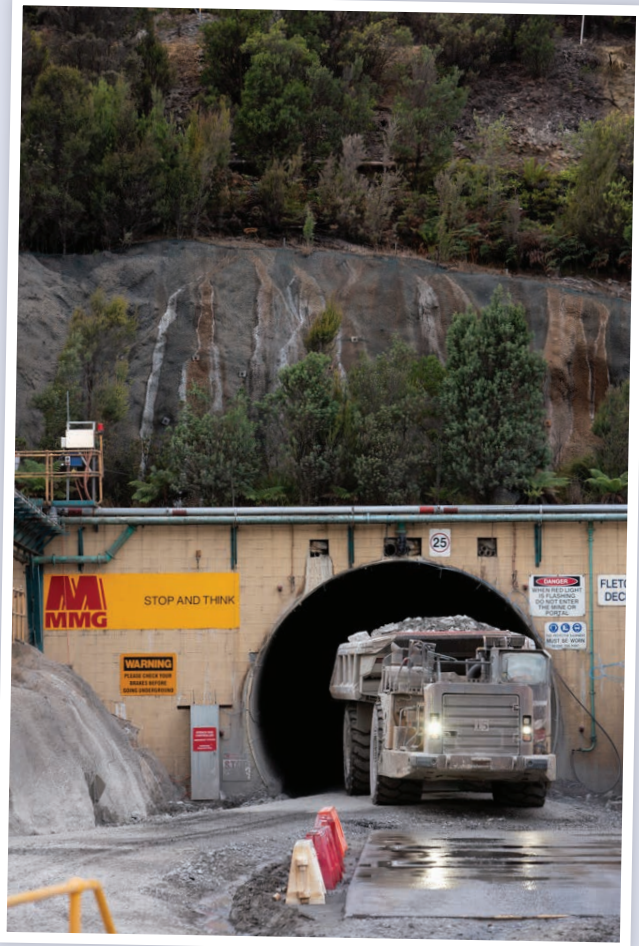
Three year contract with two one year extension options for the supply, delivery and application of fibrecrete and cement fill.

- New fleet of three Elphinstone Cat WR820 10m³ agitators, two Jacon spray rigs and a permanent batch plant
- Roles for 25 team members



Thank you to our team members who worked hard to prepare tenders for these projects and helped to secure these contracts.

MMG Limited's Rosebery Mine, Tasmania



PYBAR RETURNS TO TASMANIA

THREE YEAR CONTRACT AT ROSEBERY

PYBAR is pleased to announce a return to Tasmania with the award of a three year contract at MMG Limited's Rosebery Mine.

The new contract is for the supply, delivery, and application of fibrecrete and cement fill (CRF) at MMG's Rosebery Mine for an initial three year fixed term plus two one year extension options.

Rosebery, located 125km south of Burnie, is a polymetallic mine, producing zinc, copper, and lead concentrates, which has been operating for over 85 years.

Set to commence in April 2023, the new contract will create 25 employment opportunities within PYBAR across a range of roles. A new fleet of equipment will also be deployed to the project, including two Jacon spray rigs, a permanent batch plant and three new Elphinstone Cat WR820 10m³ agitators following the successful introduction of one of these larger capacity machines at PYBAR's Eloise project in Queensland.

The contract was awarded after a competitive tender process, with PYBAR securing the work based on our understanding of the client's requirements and a well-conceived proposal including a new fleet of equipment, the right level of manning and fit for purpose batch plant to de-risk delivery of CRF and fibrecrete to the mine.

This award forms part of our ongoing growth strategy and will see PYBAR return to Tasmania working with a tier 1 client in MMG Limited.

Congratulations to the Tendering, Business Development, SHET, Operations and Supply teams for their contribution in securing this contract and to Xander Beccari who will be the Operations Manager leading the project.

PYBAR HERE FOR THE LONG TERM AT ELOISE



NEW FOUR YEAR MINE DEVELOPMENT CONTRACT

Since arriving on site at the Eloise Copper Mine near Cloncurry in 2020, PYBAR has set the standard in safe and efficient delivery of underground mining services. We're now set to continue delivering on the PYBAR values – SAFETY, SERVICE, RESPECT and RESULTS as we embark on a new mine services contract at Eloise.

Having safely completed nearly 6.5km of development at the high grade Eloise Copper Mine over the past two years, PYBAR was invited to participate in a competitive tender process for the new contract earlier this year. We are pleased to advise that PYBAR was recently awarded the mining services contract at Eloise by mine owner, AIC Mines Ltd, for a further four year term.

The new contract, with the additional scope of shotcrete services, will see us on site at Eloise through to 2026, and includes the development of declines, level accesses, ore drives, stockpiles and infrastructure, with PYBAR providing all facilities, services, labour, supervision, administration, construction plant and materials.

Forming part of the PYBAR fleet of mining equipment on site is our new, game-changing Elphinstone CT WR820 10m³ agi, which you can read about on page 7 as well as two twin boom jumbos, two loaders, a charge rig and a shotcrete spray rig.

SAFETY is the number one PYBAR value and is at the forefront of everything we do across all of our projects. Our Eloise project has achieved a Total Recordable Injury Frequency Rate (TRIFR) of zero, which is an outstanding result.

PYBAR's CEO, James Glover said "We are very pleased to have been awarded the extension of the Eloise project which is a testament to the work that has been delivered on site to date by our team at Eloise. AIC is a growth focused resources company and it's pleasing to be able to extend our term for another four years and be a part of that growth journey."

The team of more than 50 skilled PYBAR personnel on site has certainly kicked off the new Eloise contract well, setting the standard for the remainder of the contract, with a near record month of 412m development achieved in July. Well done team PYBAR!



The new Elphinstone CT WR820 10m³ agi at work underground at Eloise.



Pre-shift meeting at Eloise.



One of two PYBAR jumbos working underground at Eloise Copper Mine.



Eloise Copper Mine.

GAME CHANGING ADDITION TO PYBAR'S FLEET

CHECK OUT OUR NEW AGI!

PYBAR's new Elphinstone Cat WR820 10m³ agitator, or agi, has recently landed on site at our Eloise Copper Mine project near Cloncurry.

Designed for high volume, efficient concrete transport underground, and with class leading safety and efficiency, the machine's impressive 10m³ capacity is a game changer for a mine like Eloise with long trams, effectively doing the work of two agis.

The new agi is just the latest addition to PYBAR's fleet of over 300 units of modern, efficient and well-maintained mining equipment, capable of delivering underground mining projects of any scale.



The new agi on site at Eloise.



(L-R) Andrew with Foreman Neil Yurman and Shift Boss Craig 'Yogi' Stewart, A1 Mine, 2010.

JOIN THE MINING INDUSTRY?

IT ALL ADDED UP FOR ANDREW

Meet Andrew Callan, Mine Superintendent at PYBAR's Dargues Gold Mine project, near Braidwood, NSW.

With every intention of working as a business professional in the agricultural industry, Andrew's career took some unexpected turns before he came to the mining industry over 13 years ago.

Originally from Braidwood, and off the family farm, Andrew found work as a nipper/truck operator in his gap year straight out of school. He then took up a university placement to study a Bachelor of Agriculture and Bachelor of Business. Even while at university, he was drawn back to the mine during holidays to earn money to pay for his degree.

Here is Andrew's story about his roundabout journey back home to Braidwood, and back underground where he is PYBAR's Mine Superintendent at the Dargues Gold Mine project nearby.

Q: Tell us about your work history.

A: I started working as a nipper, truck operator and air-leg offsider for my uncle for his contract mining company at the A1 Gold Mine in Victoria in my gap-year before university. We were cutting the portal and putting in a decline and drill platform level with a four-man crew with a single boom jumbo. In the first 12 months, I was lucky to be exposed to and got experience in many roles, including truck, nipper, charge-up and service crew.

At the end of the 12 months, I took up a placement at university, studying a double degree of Bachelor of Agriculture and a Bachelor of Business. During my university holidays, I managed to go back to the A1 after it reopened to fill in and could slot back into my old roles. Over those four years, I gained experience on the bogger and with the air-leg miners.

After graduating university, I had a job lined up with the Department of Agriculture in Canberra, but another opportunity arose to return to A1 Consolidated head office working with the Administration Department and to start a cadetship with the company to study mining engineering, which I took up. Eventually, I ended up back on site at the A1 Mine in the office during the week and would go back underground on the weekends to help on the crews. After two years doing this, the situation changed, and I started working for PYBAR when they took over the underground mining contract.

I continued working for PYBAR; after A1, I worked at the Burbanks Project in WA, then onto Challenger in SA. At the end of the Challenger contract, I left PYBAR and completed a contract with my uncle, Dennis Clark in Adelong NSW, where we pumped out an old mine, rehabbed the decline and put in some exploration drives through the ore body with air-legs and a diesel/hydraulic jumbo to take out a bulk ore sample. That was a fantastic and hectic job where I was working as a contract manager, shift-bossing and on the jumbo.

When the Adelong contract finished, I worked with Byrnecut in SA before coming back to NSW to work at Dargues with PYBAR in June 2018. I arrived when the decline was 20m inside the portal during the early works. I then was Shift Boss at Dargues for almost four years before I was given the opportunity to step up into the role as Mine Superintendent this year.

Q: What inspired you to make the switch from agriculture and business to the mining industry?

A: Really, it was meant to be a 12-month gap year to earn money to go to university. Coming off the farm, I was used to long days and physical work. Straight away I loved the job and lifestyle. The fast-paced work and team environment can be addictive, especially when you're working with a great team and achieving your targets. You always get a real sense of job satisfaction when you have a great day underground with the team and kick all your goals. And it's one job where you can see the progress of your job, you can see where you've started (like at the portal) down to the bottom levels and all the work that went into achieving it. Plus, all the characters you get to work with.

Q: What's the best thing about working at Dargues?

A: The best thing about Dargues is the people. We try to have a multiskilled work force and give people training and a step up so they can cover multiple roles. It's a great culture where everyone gets in and lends a hand. A lot of our team members have started their career in mining at Dargues. We've trained people up from starting as nippers through to becoming jumbo operators, and every position in between. It's always a real sense of achievement being able to teach a green new starter some of the things I was taught when I first started and watch them progress through their career at the mine.

Then, the second-best thing at Dargues is the location. It is the first chance I've had to work at home. I certainly appreciate it and am lucky to be able to go home each day back to my own house, because I know what it is like doing FIFO for years.

Q: You have made a success of your career switch. What advice would you give to others considering a future in the mining industry?

A: The way the industry is booming and the number of jobs that are around, now is the time to get in and have a go. I'd encourage anyone who enjoys a fast paced, dynamic job that gives you a number of different skills, to get involved in mining.

Q: Name a few people who have had an influence on your career.

A: Dennis Clark gave me my first job underground at the A1. He has taught me a lot about the industry and the ins and outs of running a mining contract. Craig 'Yogi' Stewart, a former PYBAR employee, and Neil Yurman were my first Shift Boss and Foreman. These two probably taught me most about mining, the tricks of the trade, and how to do the job properly. Paul van Tilburg, Russ Wilson and Vic Buza taught me a lot hanging around the jumbo. Greg Craig and Scott McDonald taught me about air-leg mining. There have been some characters along the way; Aaron Cooper, Peter Speer, Jackson Hopkins and Mick Brown. And of course, I can't talk about Dargues without talking about Mick South, who came to Dargues as the Project Manager for PYBAR when the site was just a paddock with an empty box cut. It's been great working with him and being a part of the project and watching Dargues transform from a paddock to a fully operational mine.



Andrew at the Dargues Box Cut 2018.

Q: What do you like to do with your time away from work?

A: A lot of time is spent back on the farm. My wife Rachael and I recently purchased a property in the district where we run Angus cattle, as well as helping my parents on their farm. We have always got a few projects on the go! When we get a chance, we like to get away to do a bit of fishing and water-skiing. I'm also involved with a few community groups around Braidwood and am a Director of the local Bendigo Community Bank.



Andrew's words of advice:

"Do it safely, do it once, do it right and keep it clean!"

Do you or a workmate on your site have an interesting life story like Andrew's? We'd love to share it with our readers.

Contact: editor@pybar.com.au

IMPROVED SUPPORT STRUCTURE FOR PYBAR'S MINING OPERATIONS

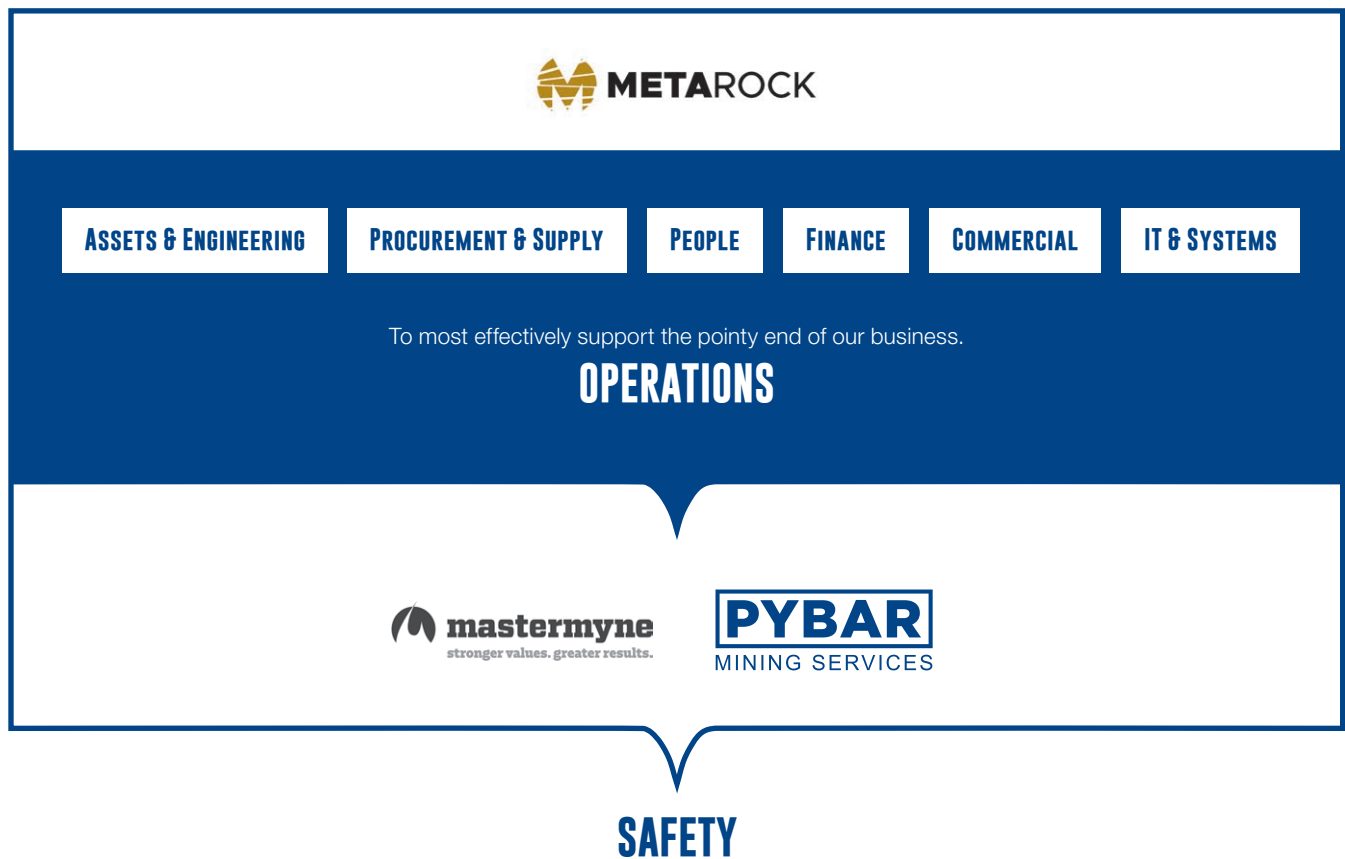
METAROCK INTEGRATED SHARED SERVICES

Since PYBAR joined with Mastermyne to form the Metarock Group in November 2021, we have gained a sound understanding of the similarities between both the PYBAR and Mastermyne businesses.

The natural synergies were recognised by the leadership group and the Metarock Board, leading to the new model where primary operating divisions – PYBAR and Mastermyne – now operate with a focus on safety and operations, and all shared support services are run under Metarock, drawing on the strengths, knowledge and networks already existing across the wider business.

Metarock Shared Services Departments

- Assets, Maintenance and Engineering
- Procurement and Supply
- People – HR and Recruitment
- Finance
- Commercial and Tendering
- IT and Business Systems



The Upside

The new, more efficient structure is already providing a greater level of support to our operations since kick off on 1 July, as well as opportunities for our people to gain exposure across different sectors benefiting personal development and career progression. Increased purchasing power is delivering savings through leverage of the scale of the Group and the sharing of knowledge and expertise right across the business is leading to efficiencies in the way we do things.

The improved shared services structure is a real positive for the heart of our business - our people and our projects.



CORE AWARDS

**SAFETY
SERVICE
RESPECT
RESULTS**

RECOGNISING OUR WINNERS FOR JUNE TO SEPTEMBER

Congratulations to the monthly CORE Award winners from June to September 2022. Please remember to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate your team-mates each month!

JUNE



JOSHUA WAINOHU – SAFETY

RAISE BORE DRILLER, RAISE BORE & SHAFT LINING DIVISION

Joshua has an impressive eye for safety underground and is to be congratulated for proactively stopping a job to fix a problem and making sure everything was safe before continuing.



KELLIE McGOVERN – SERVICE

ACCOUNTS PAYABLE SUPERVISOR, CORPORATE

Kellie has been going above and beyond to ensure the highest level of service is delivered throughout her many years as part of the PYBAR family. She follows through and, if training is required, makes sure it is provided.

DAMION McLAREN – SERVICE + RESULTS

JUMBO OPERATOR, THALANGA

With a strong work ethic that filters through the crew, Damion always lifts the standard.



NATHAN STEELE – RESPECT, SERVICE + RESULTS

LEADING HAND FITTER, ELOISE

Nathan not only works hard to ensure machine availability is high, he also works closely with the mining teams and helps educate operators in correct maintenance practices. Thanks Nathan!



DOMINIC SORENSEN – RESULTS + SERVICE

AUTO ELECTRICIAN, BLACK ROCK

Dominic showed ingenuity in fabricating a box section for the production drill stinger, avoiding days of downtime waiting for a part from Perth.

JAC MAIDEN – RESULTS + SERVICE

SHIFT FITTER, PEAK

Thanks, Jac, for always giving 100% from start to end of every shift to keep our machinery going.

JULY



KYLE MARTIN – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, BROKEN HILL OPERATIONS

Demonstrating all the PYBAR values, Kyle is skilled and knowledgeable, and dedicated to making every shift count. He was nominated by our client who said Kyle is an integral part of the North Mine and that PYBAR can be proud to have him representing our company. We are proud of you, Kyle!

BRYAN BRADY – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, BLACK ROCK

Bryan is always willing to do any job asked of him, safely and to a high standard. He also takes the time to train new people and show them the safe and most efficient way to complete tasks.

SCOTT GOODYER – SAFETY, SERVICE, RESPECT + RESULTS

LEADING HAND FITTER, CADIA EAST DECLINE

Scott goes above and beyond to help out with any activity. Safety is his number one priority, and he will not take shortcuts. With a focus on process improvement, he will tackle any task and is an excellent fitter, jumbo, loader and IT operator, taking pride in his work. All of which has earned him the respect of his peers. Thank you, Scott!

**CHRISTIAN RICHMOND – SERVICE, RESPECT + RESULTS**

SENIOR SERVICE DESK ANALYST, CORPORATE

Always super helpful, proactive, responsive and professional when providing our people with IT support, Christian is a real asset to our business. His managers receive regular positive feedback from grateful team members who are able to get on with the job thanks to Christian's prompt resolution of any IT issues.

ANDREW NUESTRO – SERVICE + RESULTS

SHIFT FITTER, ELOISE

Thanks Andrew, for your outstanding efforts within the maintenance team. Your valuable contribution has not gone unnoticed.

**MERV GRIFFITHS – RESPECT, SERVICE + RESULTS**

RAISE BORE SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION

Committed to the successful completion of the project at Cowal, Merv threw his hand up to fill any role on site to fill team shortfalls and generally support the team as a whole.

**MATT GRECIAN – RESULTS + SERVICE**

LOADER OPERATOR, PEAK

Thanks, Matt, for always going above and beyond, doing whatever it takes to keep the trucks rolling. All while never letting development down and delivering perfect clean-ups and roadworks.

KELVIN MAY – RESULTS + SERVICE

LOADER OPERATOR, GWALIA

Kelvin has been nominated for demonstrating the PYBAR values, excelling in his new position as charge-up / loader operator. Well done, Kelvin!

AUGUST**HAYDEN COX – SAFETY, SERVICE, RESPECT + RESULTS**

AGI OPERATOR, ELOISE

Hayden rearranged the batch plant area, improving safety and efficiency. He gets in and does the job without complaint and keeps the area clean and tidy.

KEVIN (JOCK) CONNOLLY – SAFETY, SERVICE, RESPECT + RESULTS

SHOTCRETE OPERATOR, THALANGA

Jock's safety knowledge and training were much appreciated when he stepped up to assist with a matter on site.

**PAULINE KING – SERVICE + RESULTS**

ACCOUNTS PAYABLE OFFICER, CORPORATE

Thanks to Pauline for going above and beyond. She logs in on weekends to make sure invoices are processed and never complains about having to do more work.

JASON BARTSCH – SERVICE, RESPECT + RESULTS

RAISE BORE SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION

Recognised for his communication and professionalism, not only on site but at the corporate office as well, Jason will put his hand up without hesitation to stay on site and help the crew out. He recently worked through the new reamer lift protocols and applied learning outcomes to assist the crew with documentation and training to improve future lifts. Thank you, Jason!

**LUKE CHOWN – RESPECT, SERVICE + RESULTS**

CABLE BOLT OPERATOR, PEAK

Always displaying his professionalism, Luke is happy to work as a production driller when short on crew, always delivering quality results.

**RINA-LEE RAWIRI – RESULTS, SERVICE + RESPECT**

TRUCK OPERATOR, BLACK ROCK

In her short time at Black Rock, Rina has been one of our top performing truck operators, setting a high standard for herself and motivating others through her high-quality work output.

VIC BUZA – RESULTS + SERVICE

JUMBO OPERATOR, DARGUES

Vic took the time at end of shift to assess and remedy an issue with the fill line, rather than let it set. Thank you, Vic!

SEPTEMBER

**WILLIAM SMITH – SAFETY + SERVICE**

SERVICE CREW, DARGUES

Thanks, William, for stepping up and taking on a safety leadership role in crew meetings.

JACOB CLARKE – SAFETY + SERVICE

JUMBO OPERATOR, GWALIA

Jacob sets the standard with his proactive approach to safety and his leadership of the crew.

**CAROLINE WEST – SERVICE + RESPECT**

MAINTENANCE ADMINISTRATOR, CORPORATE

Caz is an important part of the Maintenance team. She goes above and beyond, taking the time to train new people and provide any support needed.

BERNIE LAUDER – SERVICE + RESPECT

LEADING HAND FITTER, THALANGA

Bernie is a valued team player. He always keeps himself busy and useful, and the assistance he provides to others is very much appreciated. He is very thorough in his work and takes pride in workplace cleanliness.

RICKY O'REILLY – SERVICE + RESPECT

DRILLER OFFSIDER, RAISE BORE & SHAFT LINING DIVISION

Ricky stands out for his proactive approach to expanding his knowledge in all areas of drilling operations, maintenance and general underground processes. He also actively seeks to inform and educate offsidiers in general rig maintenance and what to look out for in preventative maintenance practices.

**BOBBY SCHOFIELD – RESPECT**

JUMBO OPERATOR, PEAK

Bobby's leadership has been much appreciated, especially by the younger crew members, during a period of change for the team.

TREVOR ABLE – RESPECT, RESULTS + SERVICE

LV FITTER, ELOISE

Thanks to Trev for helping out with a drill service when we were down on crew members. Trev has a great work ethic and performs well under pressure. His attention to detail is outstanding.

**MATTHEW LAMOND – RESULTS, SAFETY, SERVICE + RESPECT**

LOADER OPERATOR, CADIA EAST DECLINE

Safety is the number one priority for Matt and the results speak for themselves. He has never had a safety incident and no matter which machine is he operating, the work is always performed to a very high standard, earning him the respect of his peers. Thank you, Matt!

BRAEDY PAXTON – RESULTS, SAFETY, SERVICE + RESPECT

NIPPER / TRUCK OPERATOR, BLACK ROCK

As well as his PYBAR September Core Award, Braedy was also nominated by our client at Black Rock for a Glencore award. His clever alternative design suggestion for access to the surface waste stockpile is not only safer for the truck drivers but also creates more turning room and increases the capacity of the stockpile. Well done, Braedy!



Braedy Paxton, September Core Award winner for our Black Rock project, nominated for his innovative idea, improving safety and efficiency on site. Braedy was also nominated for a Glencore award by our client.

WHO WILL BE OUR EMPLOYEE OF THE YEAR 2022?

At the end of the year, winning nominations in each of the monthly PYBAR Core Awards are assessed by a panel against set criteria to arrive at our list of finalists for the PYBAR Employee of the Year.

Finalists are then put forward to a voting panel and, after careful consideration, we arrive at our winner!

Keep an eye out for the announcement of our PYBAR Employee of the Year for 2022 later this year!

And, remember to keep nominating workmates who exemplify the PYBAR Values in the Core Awards via the PYBAR Perks website, nomination boxes at our sites and offices or by contacting our HR Department.

**SAFETY
SERVICE
RESPECT
RESULTS** **CORE
AWARDS**



Sybrand and his family.

VALUES IN ACTION

WHAT OUR VALUES MEAN TO SYBRAND SMIT

Sybrand Smit, Superintendent with PYBAR's Raise Bore and Shaft Lining Division, has been with PYBAR since 2015, when he joined as a raise bore driller.

Sybrand's work has taken him to all corners of Australia, as well as a stint in the Philippines working on PYBAR's Didipio project for two and a half years, before progressing to the role of Raise Bore Supervisor at our Carrapateena project, then being appointed the Superintendent role in early 2021.

About Sybrand

My role as Raise Bore Superintendent encompasses all of PYBAR's raise bore projects; from planning new project start-ups, safety, training, manning, and, of course, drilling, drilling to keep the wheels, or rather, the rods spinning.

My home base is on the Sunshine Coast (the best place in Australia!) and I'm currently working on various mine sites across SA, NSW and QLD.

Outside of work, I have a lovely fiancé who is also my best friend. She's definitely a keeper; I have to marry her...one day. We do everything together, from fishing, boating, camping, driving on the beach, playing golf, watching movies, swimming, walking, motor bike riding, work; it doesn't matter what it is, you name it, and we are in! We love a good challenge and the outdoors.

We have two lovely kids keeping us on our toes. Emma is 16 years old and Troy is 15. Both are in high school. Emma is also at TAFE, studying to become an electrician, and works part-time at an Asian restaurant, keeping her busy so there is no time for boyfriends and nonsense! Troy is a top basketball player in his school and with an external club, and also works at the same restaurant as Emma. We are a very sporty family with lots of parents versus kids challenges to keep us young and fit.

SAFETY

SAFETY is always my number one priority at work and with my family at home. I believe everything starts at home. If you have good behaviours at home, then you will have good behaviours at work. The goal is for everyone to go home safely after a work day or at the end of their swing.

SERVICE & RESPECT

I believe that SERVICE and RESPECT have played a very big role in what's made PYBAR the company it is today, by doing quality work and being respectful, collaborative and transparent with our clients and employees.

RESULTS

We set our goals and we work hard to achieve the RESULTS. Achieving safe RESULTS is what I strive for.



Sybrand Smit, Raise Bore Superintendent.



PYBAR's Safety, Health, Environment & Training Manager, Rob Patterson, with the new Annual Safety Theme Calendar for 2022/2023.

ANNUAL SAFETY THEME CALENDAR

MAKE IT A DATE!

PYBAR has introduced a great new resource to help set the agenda for safety awareness throughout the coming year – the Annual Safety Theme Calendar 2022/2023.

Designed to set a business wide focus on workplace hazards, the new Annual Safety Theme Calendar provides a framework for PYBAR's frontline leaders to focus on potential hazards known to exist across the underground mining industry.

"The new calendar is a great tool our teams can use to generate consistent hazard awareness across our business," said Rob Patterson PYBAR's Safety, Health, Environment & Training Manager.

It's all part of our Pathway to Zero plan, keeping our workmates safe through following safe systems of work, and the increased focus will further build on the fantastic safety improvements we've achieved so far," he added.

Starting from September, the calendar kicked off with the theme Explosives and Explosives Management, focusing on information, education and compliance for the month, before moving onto a new theme each month until December 2023.

Keep an eye out for the new calendar at your site!

ANNUAL SAFETY THEME CALENDAR 2022/2023

SEPTEMBER 2022 Explosives and Explosives Management	OCTOBER 2022 Hand and Finger Injuries	NOVEMBER 2022 Ground and Strata Management	DECEMBER 2022 Mind on Task and Christmas Safety Message
JANUARY 2023 Mobile Equipment Interaction	FEBRUARY 2023 Open Holes and Voids	MARCH 2023 Situational Awareness and Hazard Identification	APRIL 2023 Working at Heights
MAY 2023 Decision Making and Hazard Management	JUNE 2023 Stored Energy	JULY 2023 Fire and Explosions	AUGUST 2023 Respirable Hazards
SEPTEMBER 2023 Inrush and Inundation	OCTOBER 2023 Electrical Hazards	NOVEMBER 2023 Tyres and Rims	DECEMBER 2023 Mind on Task and Christmas Safety Message

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PYBAR
MINING SERVICES

**SAFETY SERVICE
RESPECT
RESULTS**

GETTING A HANDLE ON MANUAL HANDLING INJURY PREVENTION

SAFE 2 HANDLE™ PROGRAM DRIVING DOWN MANUAL HANDLING INJURIES

In early 2021, PYBAR engaged injury prevention specialists, PRESCRIBE to assist in developing a program to reduce the number of injuries our employees were sustaining while carrying out manual handling tasks.

Previously, most hazardous manual task training related to the traditional knees bent and back straight philosophy. This is not always possible when carrying out many of the tasks that are associated with underground hard rock mining, and PYBAR saw the need to develop training and awareness that aligned to the underground environment, associated tasks and code of practice.

Initially, Shane Rose from PRESCRIBE visited a number of PYBAR's operations where he talked with underground operators and gathered musculoskeletal data for their various tasks. Following analysis of the data and existing work practices, the PRESCRIBE Safe 2 Handle™ program was developed and introduced across PYBAR's projects.



(L-R) Shane Rose – PRESCRIBE Operations Manager, Michael Wilson and Lachlan Hart – PYBAR Safety & Training Superintendent, on a recent site visit at PYBAR's Eloise project, near Cloncurry, QLD.

The Safe 2 Handle™ program focuses on educating employees about the loads and risk factors they are placing on their bodies when carrying out hazardous manual tasks, as well as equipping them with techniques for reducing and in some cases eliminating such loads.

PYBAR's SHET Manager, Rob Patterson said that the PYBAR-specific monthly tool box videos PRESCRIBE provides as part of the program deliver short, sharp messages with key slogans that give the onsite Safety and Training professionals a platform from which to engage with employees and provide consistent education, risk management and awareness across the business.

Rob added that it is great to hear employees embracing the program and talking about the slogans when he visits sites, demonstrating that the Safe 2 Handle™ program is embedding into PYBAR's workplace culture and driving down manual handling injuries.

Since the introduction of the Safe 2 Handle™ program in early 2021, we have seen a 45% reduction in the number of shoulder injuries and a 71% reduction in back injuries. Coupled with this is a 90% reduction in the severity associated with these injuries. These are amazing results which all contribute toward providing a healthy and safe workplace for our people.



PYBAR ON SHOW AT DIGGERS AND DEALERS

DELEGATES REPORT BUOYANT ATMOSPHERE

Following two years of border closures disrupting the event, this year's 31st Diggers and Dealers annual mining forum was a huge success, with a record 2,700 delegates; the highest attendance in the history of the forum.

Recognised as Australia's premier investment in mining forum, Diggers and Dealers is held annually in August in the gold mining heartland of Kalgoorlie, Western Australia.

The event combines corporate presentations by listed mining and exploration companies and a large exhibition area where businesses such as PYBAR showcase their services and engage with members of the resources sector.

PYBAR hosted an exhibition booth where our team met with colleagues, friends and clients – past, present and future - and discussed opportunities to bring value to their projects.

Consensus among Diggers attendees this year was, despite the worsening skills shortage, the industry is thriving and is well placed to lead the economy to the next stage of growth.

2022
1 to 3 AUGUST

DIGGERS & DEALERS MINING FORUM
PROUD EXHIBITOR



DO YOU KNOW ANYONE INTERESTED IN GETTING INTO MINING?

PYBAR'S 'NEW TO INDUSTRY' DAYS

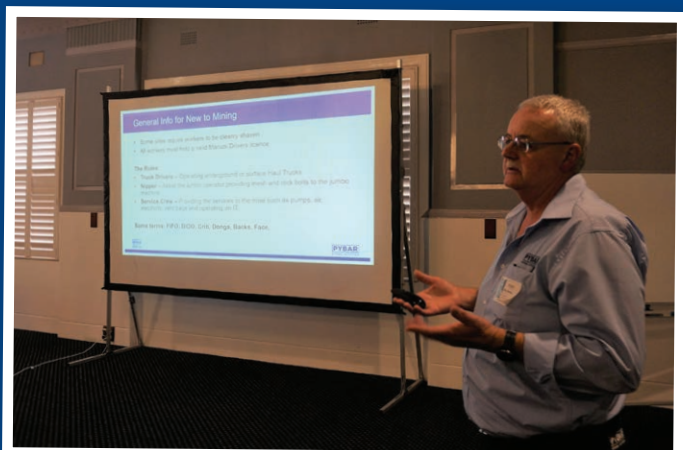
PYBAR'S 'New to Industry' days are a great way to learn about entry into the mining industry and whether it could be the right fit for someone you know.

At PYBAR, we are passionate about the underground mining industry and enjoy sharing our knowledge about the types of roles and training opportunities available.

Our New to Industry days start with a safety share before candidates are given an overview of mining techniques and terminology and what to expect in an underground mining environment. There are also opportunities to chat with HR and operations team members working in the business and to participate in activities and assessment tasks.

PYBAR has welcomed some great talent and potential future longstanding team members into the PYBAR family through the success of our New to Industry days and we had a great turnout at our recent events in Brisbane and Orange.

If someone you know would like to know more, they can register for PYBAR's next New to Industry day at: talent@pybar.com.au



(L-R) Andrew Grivas – Operations Manager WA, Brad Rouse – Business Development & Services Manager, James Glover – CEO, and John Sheehan – Operations Manager QLD, on hand to welcome delegates to the PYBAR booth.



We made it! The PYBASH crew called into the Metarock / Mastermyne office in Mackay, the final destination of the Bash.

TEAM PYBASH IN THE ANNUAL VARIETY B2B BASH

DOING THE MILES FOR KIDS IN NEED

Each year since 2008, aside from Covid interruptions over the past couple of years, Team PYBASH has taken part in the annual Variety B2B Bash, raising funds for disadvantaged and special needs children and their families.

In August this year, PYBASH Team Captain, PYBAR founder and now Metarock Group Board Member, Paul Rouse and Co-driver and Team Mechanic, Jordan Ashton, set out on the Variety 2022 B2B Bash from Bungaribee in Sydney to Bakers Creek near Mackay, QLD (get it?... B2B!) - a distance of 4,394km.

After a gruelling 10 days driving in tough conditions in the 1971 Ford Galaxie PYBASH car, the crew enjoyed a well-earned break in Mackay, where they called into the Metarock / Mastermyne office to meet some of the team and show off the PYBASH car.

The Variety Bash is a real navigational and reliability challenge, with 300 Bashers in cars at least 30 years old travelling back roads all over the country for up to 600km a day for 10 days, all while raising funds and awareness for Variety kids.

Team PYBASH has raised over \$740,000 for charities over the years and, of the \$2M+ raised overall by this year's Variety B2B Bash, Team PYBASH was very proud to have contributed over \$67,000 (including fundraising rolled forward from the postponed 2021 Bash).

When asked why he does it, Paul said: "We do the miles for the smiles – it's all about making a real difference to the lives of kids in need."

And we couldn't do what we do without the support of our amazing sponsors who dig deep year after year, no matter the business conditions at the time", he added.

Well done, Team PYBASH!



LONG SERVICE CELEBRATIONS

FIVE AND TEN YEAR MILESTONES

Well done and thank you to our long-standing team members celebrating their five and ten year anniversaries with PYBAR!

5 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
04/04/2017	Jonathan Hare	Jumbo Operator	Thalanga
04/04/2017	Brent Hando	Driller	Thalanga
17/04/2017	Kevin Connolly	Shotcreter	Thalanga
15/05/2017	Jason Lim	Maintenance Foreman	Eloise
15/05/2017	Ben G Knights	Maintenance Foreman	Thalanga
22/05/2017	Georgia Gentry	Safety & Training Advisor	Eloise
01/06/2017	Cameron Mutch	Maintenance Foreman	George Fisher
06/06/2017	Kevin Donald	Service Fitter	Thalanga
08/06/2017	Kyle Martin	Jumbo Operator	Broken Hill Operations
26/06/2017	Xavier Bouton	Mine Foreman	Black Rock
27/06/2017	Terry Wright	Jumbo Operator	Black Rock
23/08/2017	Scott Nilsen	Service Crew	Broken Hill Operations
04/09/2017	Rhiannon Thornley	Site Administrator	Peak
04/10/2017	Harold Webber	Jumbo Operator	Eloise
16/10/2017	Bob Symes	Risk & Compliance Coordinator	Corporate

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

10 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
01/03/2012	Andrew Robertson	Shift Supervisor	Eloise
12/03/2012	Linda Thompson	Executive Personal Assistant	Corporate
16/03/2012	Kacie Schmidt	Senior Site Administrator	Black Rock
02/04/2012	Stacie Manning	Payroll Supervisor	Corporate
17/05/2012	Trevor Denny	Driller	Thalanga
21/05/2012	Daniel Pratt	LV Fitter	Black Rock
13/08/2012	Matthew Clarke	Agi Operator	Cadia Valley Operations
02/10/2012	Tim Alexander	Project Manager	Mount Isa

10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS 10 YEARS

MEET SOME OF OUR "10-YEARERS"



ANDREW ROBERTSON

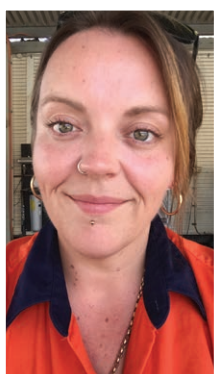
Shift Supervisor

Andrew Robertson's workmates and supervisors agree that they've never seen him being anything but positive and helpful and that he's a pleasure to have on site.

He is regularly nominated by his peers for Employee of the Month in PYBAR's CORE Awards, and often receives positive feedback from our clients for his high standard of work.

Throughout his 10 years with PYBAR, Andy has gained experience in various roles across multiple sites, starting at Osborne, then Starra, MIM, Deep South, Challenger, New Cobar, Peak and now Eloise, where he is a Shift Supervisor. Andy has enjoyed the variety of the different sites and roles he's held to date, and says he's worked with some great people along the way.

Thanks, Andy, for your 10 years' outstanding service with PYBAR so far!



KACIE SCHMIDT

Senior Site Administrator

Kacie Schmidt, Senior Site Administrator at our Black Rock Project in Mount Isa, is a credit to our business. Her attention to detail and knowledge of PYBAR systems and processes is outstanding. She has supported a number of Project Managers over the years (who would have been lost without her, by their own admission) and is often requested to provide training and input to other sites.

Kacie has formed beneficial working relationships with our clients at Black Rock and other project sites, and also gains intimate knowledge of their systems and processes, often providing them with valuable advice. Her tenacity to improve the way we do things and to make processes easier and more efficient for everyone on site is reflected by the success of the projects she has been involved in.

Thank you, Kacie, for an exceptional 10 years' service!



TREVOR DENNY

Driller / Acting Supervisor

Congratulations to Trevor Denny, another of our valued employees to celebrate 10 years with PYBAR.

Currently a driller and acting supervisor at PYBAR's Thalanga operations near Charters Towers, Trevor has stepped up to opportunities for career development since starting as a nipper / offsider in 2012, progressing through truck operator, service crew, loader operator and charge up roles. He recently completed his Certificate IV in Underground Metalliferous Mining, a formal qualification required for obtaining the NSW Underground Mining Supervisor Practicing Certificate, and is showing great promise as a team leader.

Trevor's workmates and supervisors say he is great to have on the team. He works to a high standard, is level-headed, reliable, well organised and is a great communicator.

Well done on your achievements over the past 10 years, Trevor! We are proud to have you as a member of the PYBAR family.

JUSTIN'S CRY

MY LV AND ME

Thanks to Justin Floyd, PYBAR's graduate engineer at Peak, for sharing his hidden talent as a poet and this story of his life as a nipper on crew.

In four wheel low with tensions high
There's barely time to say goodbye
With loaded splitties, resins 'n' MDs
We're here to make a difference
"My LV and me"

Gumboots soaked from shift before
There ain't no time to visit the store
These trench foot feet will have to do
Oh well! At least these gloves are new

Now my sweet ride, she hums and purrs
And leans a little whenever she turns
But with 100 bolts and shockies strained
She easily dodges ditches and drains

It was not long 'til we arrived at site
"C'mon!" my operator yells, as I blind him with my light
And with services on and barricade hung
We both dig in to get the job done



Between each bolt I check over the rig
Oils and fuel, always replacing the lid
Though muscles are tired having been well flexed
Those windows are dirty, grab the Windex

Having bolted and meshed, it's now time to bore
Placing in lifter tubes to fluff up that floor
With bottle in hand and permission I must leave
More bolts, plates and mesh I have to retrieve

For the role of a nipper will gift no rest
And requires you give better than simply your best
While the day is done, having excelled at your job
It pales in comparison to the Jumbo Operator...for they are God

- Justin Floyd



DO YOU HAVE AN INTERESTING PHOTO OR STORY TO SHARE?

OR, EVEN A POEM LIKE JUSTIN'S?

Then, email your photo and a short submission to:
editor@pybar.com.au and we'll do our best to publish
it in our next newsletter.

Note: photos must be taken off site or in permitted areas.

PYBAR'S UNDERGROUND MINING SERVICES INCLUDE:

- Mine development
- Production mining
- Cablebolting & production drilling
- Raise boring & associated services
- Shotcreting, shaft lining & shaft scanning
- Plant & equipment hire
- Labour hire

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