



NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 12 / SUMMER 2017



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A MESSAGE FROM OUR CEO

2017 HAS BEEN A BUSY YEAR FOR PYBAR. MANY INSIGHTS HAVE BEEN GAINED AND THESE LEARNINGS AND OPPORTUNITIES WILL SHAPE OUR STRATEGY FOR 2018 AND BEYOND.

As we approach the festive season and the end of 2017, I would like to firstly thank all our staff and crews for their efforts during the year.

This year has seen a number of positive developments for PYBAR. Operationally, several of our projects have delivered solid outcomes and our drilling and raise bore divisions have excelled on the back of consistent performances, adding a number of new rigs to their fleets.

It has also been pleasing to see us cement a strong presence in Tasmania with the Mt Lyell rehabilitation contract adding to our existing operation at Henty, while in Queensland, we commenced at the Mungana, King Vol, Thalanga and Capricorn Copper mines.

A resurgence in NSW is expected in the first half of 2018 with several contracting opportunities awaiting tender outcomes and others just commencing the tender process.

Carapateena continues to be our focus in South Australia, with potential for significantly increased scope should we be successful in securing the next stages of the development and subsequent production.

WA has gone back to one project after completing two others, but stay tuned for the outcomes of several tenders in progress there.

Safety, as our first value, must remain a focus as we enter the Christmas and holiday period, and I look forward to seeing improvements in 2018 as we continue to implement new initiatives across the business.

Technology and innovation

As we plan for the future, we need to focus on being a SMART and best-in-class contractor. The mining sector is entering further into the world of automation and digitalisation and our objective is to lead in this area. In line with this strategy, we're investing in the 'right' technology and streamlining and refining implementation to drive business efficiencies for both our clients and our company.

We have taken some significant steps already, forming beneficial partnerships with suppliers such as Sandvik, Cat and WesTrac, more of which you can read about in the following pages. We have also had success with in-house projects such as our industry-leading iPlod platform.

Our people

Over the years, we've built a culture based on our values and one which recognises those who are exemplifying our values of SAFETY, SERVICE, RESPECT and RESULTS.

Our CORE Awards program, which just wrapped up its second year, resulted in a total of 630 nominations across the 12 months - 200 more than in 2016, which is a fantastic result.

Well done to everyone nominated and special congratulations to our 18 finalists who are showcased in this issue. I look forward to announcing our Employee of the Year soon.

2018 and beyond

Following a very productive and insightful Managers' Meeting in November, we have the foundations of a robust strategy for 2018 and beyond. The strategy will clearly define how we will achieve our vision of being the best hard rock underground mining contractor and will be underpinned by our values and internal mantra of **Setting the Standard** in all that we do.

The 'best' doesn't mean we have to be the biggest – we will lead through agility and exceeding benchmarks.

Setting the Standard must apply to everything we do at PYBAR:

- We must Set the Standard for the recruitment, training, development and incentivising of our employees to realise our full potential.
- We must Set the Standard in safety for the on-going health and well-being of our staff and crews and for operational performance.
- We must Set the Standard with the maintenance, selection and operation of our equipment to ensure quality and optimal productivity for our clients.
- We must Set the Standard in how we select, execute and deliver our contracts to achieve the best commercial result for both PYBAR and our clients.
- We must Set the Standard in the development and/or selection and application of technology to ensure we are leaders in mining technology and deliver on our message of 'pioneering the future of underground mining'.

2018 is going to be a pivotal year for PYBAR. We all need to work together to achieve our individual and organisational goals. You have my commitment to continue to address issues and to provide pathways for continued improvement across the business.

Have a safe and Merry Christmas and New Year and special thoughts and thanks go to our crews working away this Christmas.

Regards.

Brendan Rouse – CEO



Our company vision is to be the best hard rock underground mining contractor.



DELIVERING RESULTS AND EXTRACTING VALUE

MANAGERS' MEETING 2017

Learning from others, addressing issues and capitalising on opportunities supported our theme for this year's Managers' Meeting: 'delivering results and extracting value'.

This year's PYBAR Managers' Meeting took place in Orange from 22 to 24 November and was attended by our Project Managers and senior staff. In the spirit of continuous improvement to support our vision to be the best hard rock underground mining contractor, this important annual event provided our senior team with the opportunity to proactively discuss challenges and opportunities. It was a platform for us to work collaboratively to develop solutions to improve the business for our employees and our clients.

Learning from others

The event kicked off on the evening of 22 November with a workshop dinner under the theme 'learning from others'.

Attendees were divided into four groups and asked to identify companies and organisations that are considered leaders in the areas of safety, people, quality and efficiency. Each group then explored how the identified companies had established their leadership positions and the learnings that PYBAR could embody to enhance our own capability in this area.

The groups then presented their findings and conclusions over the next two days. This activity proved to be popular as well as insightful with some pertinent ideas that would prove useful for PYBAR.

Groups identified companies such as Virgin, Lego, F1 pit crews and McDonalds with key learnings including:

- creating a culture which supports the retention of employees and improves engagement;
- using processes to ensure that we set and follow quality and efficiency standards that we want for the company;
- structuring career paths including training to provide clarity and value for teams; and
- creating true value for customers and delivering at a quality level that exceeds their expectations.

Managers' Meeting

The Managers' Meeting was opened by the PYBAR Group's Executive Chairman Paul Rouse. Paul reflected on PYBAR's many achievements over the past 12 months - from the first gold pour at Henty through to the solid performances of our projects. Paul thanked all the participants for the great work that had been done and reiterated that he considered everyone to be part of the PYBAR team.

PYBAR CEO Brendan Rouse outlined the company's strategy which reinforces our vision to be the 'best hard rock underground mining contractor'. Underpinning the strategy is the need for PYBAR to be a SMART, best-in-class contractor, implementing technology and improved ways of working.

Key messages from Brendan included:

- creating diversity in our team with respect to talent, gender, maturity and skills from different industries;
- choosing the right technology and being the best at implementing it;
- applying lean thinking using captured data and analysis for problem solving; and
- ensuring a continued focus on people and training.



2017 PYBAR Managers' Meeting

The address reinforced the theme of looking forward as a business and provided clear direction for the discussions and presentations over the two days.



A project's focus is to safely deliver or exceed on the contract physicals and in doing so, return or exceed the budgeted contract margin.

Challenges and opportunities

The format of this year's Managers' Meeting changed slightly from previous years to facilitate more collaboration among participants. The aim was to help solve issues and better capture the opportunities that present themselves at each project and within each service department.

Over the course of the two days, each manager presented their site's or department's views on the key issues that they faced in trying to deliver or support their project. It was agreed that a project's primary focus is to safely deliver or exceed on the contract physicals and in doing so, return or exceed the budgeted contract margin. This generated robust and productive discussion with a few common themes emerging including:

- looking at ways to increase engagement and development of teams;
- improving consistency across our projects in areas such as safety, quality and service; and
- continuing to improve our business systems and IT to support all sites.

As part of PYBAR's ethos of continuous improvement, it was agreed that several working groups would be established to address these challenges and implement solutions across the business to optimise value.

The second area of focus discussed over the two days, centred on opportunities to improve project performance metrics of safety, performance targets and cost. This was all about looking ahead from both a project and business perspective and assessing what we can do differently to improve in these areas.

Many great ideas were put forward by our Project and Divisional Managers including:

- developing clear pathways for new starters and current employees to grow within our business;
- clearly defining the PYBAR culture and what this means to the way we work;
- enhancing our capability with mine planning and scheduling to assist our clients;
- creating clear technology pathways to unlock efficiencies and improve performance; and
- building a pool of support resources for our sites to include training, skilled personnel, IT and maintenance.

Teamwork

Teamwork is a critical part of our ability to deliver on our value – RESULTS. To facilitate this, our SHET Manager Rod Sumner ran a series of team building exercises with five groups all competing against each other over five separate tasks. The competitive spirit shone brightly but in the end it was the Broncos that took out the overall prize. Well done team for winning quietly!

2018 outlook

As we move into 2018, it is clear that we have identified some key challenges and opportunities.

Our Chief Operating Officer Scott Todd committed to collating all the ideas, and prioritising key issues and opportunities for input to the over-arching PYBAR business strategy.

"We really do have the ability to positively influence the future of our business by looking forward and focusing on the things we can change. I look forward to facilitating the many great initiatives to improve the business in 2018 and beyond," concluded Scott.

Thank you!

Special thanks go to Rhiannon Nowlan, Linda Clipperton and Mardi Reddan for the hard work they put in organising the whole event.



We really do have the ability to positively influence the future of our business by looking forward and focusing on the things we can change.



**Four wins for
the last quarter**

TENDER UPDATE

An extension at Peak Gold Mines and a number of service contracts wrapped up a sound quarter for our technical services team.

MINING PROJECTS

Client	Project	Status
Peak Gold Mines	Jubilee Decline, NSW - Development Extension	WON
Consolidated Tin	Mount Garnet Deep, QLD - Development and Production	Lost - Owner Operator
Mandalay Resources	New Brunswick, VIC - Development	Lost
Glencore	Black Rock Operation, QLD - Development and Production	Pending
OZ Minerals	Carrapateena, SA - Life of Mine Development and Production	Pending
Heron Resources	Woodlawn Operations, NSW - Development and Production	Pending
CBH Resources	Endeavor, NSW - Mine Development	Pending

SERVICES PROJECTS

Client	Project	Status
Castlemaine Resources	Ballarat, VIC - Raise Boring	WON
Newcrest Mining	Cadia Valley Operations, NSW - Engineer Requirement	WON
OceanaGold	Didipio, Philippines - Boxhole and Raise Bores	WON
OZ Minerals	Carrapateena, SA - Underground Raise Bores	Pending
Aeris Resources	Tritton Mine, NSW - Production Drilling	Pending

MT LYELL CONTRACT AWARDED

PYBAR STRENGTHENS PRESENCE IN TASMANIA

In November, PYBAR was officially awarded the contract for the rehabilitation of the Mt Lyell copper mine near Queenstown, Tasmania.

The Mt Lyell copper mine, owned by Copper Mines of Tasmania (CMT), is located near Queenstown in Tasmania and has a history of more than 100 years of operation.

On 17 November, the contract was signed awarding PYBAR the works for the rehabilitation of the mine's main decline.

The contract further expands on our presence in the region with Diversified Minerals' Henty operation nearby.

Chosen for experience and reputation

PYBAR CEO Brendan Rouse said: "We are delighted to be working with CMT to rehabilitate the Mt Lyell decline and look forward to forming a collaborative partnership with the client and building on our relationship with the local community."



PYBAR [...] has an excellent reputation in the mining industry and the experience to complete the work to the standard required. – Peter Walker, CMT GM.

CMT's General Manager of Mt Lyell Peter Walker said CMT was pleased to have chosen PYBAR as it has an excellent reputation in the mining industry and the experience to complete the work to the standard required.

"This work is essential to bring a relatively old decline up to modern ground support standards and we are confident PYBAR will do this work safely and on time," Mr Walker said.

Our team at Mt Lyell will rehabilitate 4.4km of the 40-year-old main decline down to level 18. The work is expected to take three to four months.



Atlas Copco Easer L. Credit: Image courtesy of Atlas Copco.

EASER INCREASES DEVELOPMENT RATES AT DEEP SOUTH

RIG PROVES ITSELF IN VERTICAL DEVELOPMENT

PYBAR's application of the latest vertical development technology at Deep South significantly improved productivity while reducing risk.

In 2016, Saracen Minerals' Deep South gold mine in WA's Goldfields transitioned to an underground operation.

The mine schedule had been heavily constrained by vertical development which, prior to the application of the Atlas Copco Easer L, had been carried out by conventional boxhole and raise bore rigs for escape ways, and air leg and longhole rises for stopping slots.

The use of the air leg rise increased the mine's risk profile while longhole rises were blind and required to be fired in one shot; with the success rate of opening a slot being 70%.

Identifying a solution

PYBAR is committed to applying the latest proven technology to improve mine performance. In line with this, we proposed the application of our new Atlas Copco Easer L rig at Deep South, along with an operating crew.

"The Easer is a compact, dual purpose rig specifically designed to drill both conventional rises and boxhole slot rises while maintaining a low profile. Being wheel-bound, it's exceptionally easy to move between drill sites and, unlike traditional raise bores, no site preparation or concrete foundation is required," said PYBAR Raise Bore Superintendent Phil Viljoen.

"It offered the client a solution to increase advance rates and improve mine production while reducing the risk of entry method slotting such as air leg rising and long hole slot drilling."

The expertise of PYBAR's Raise Bore Division and the support provided by Atlas Copco in the form of onsite fitters meant the team was able to implement the new technology quickly.

Exceeding targets

The vertical development rates achieved by the Easer were greater than anticipated.

The time to complete rises was faster than originally scheduled and the associated costs of completing the works were in line with the budget.

The Easer completed 93 x 760mm stope slots and seven x 1.1m escape ways for a total of 2,329m in 15 months.

"In using the Easer, we were able to put the rises in at various angles to suit the orebody and the success of opening the slot was close to 100% which significantly improved the production profile at Deep South all whilst being safer than air leg slotting," said Phil.

Value-adding

The biggest advantages the Easer brought were flexibility and safety.

"In strike drives, the Easer was able to bore boxhole slots from the central access working toward the face, which then allowed the longhole rig to follow behind. This enabled two scheduling activities - slotting and production drilling - to occur at the same time rather than as two separate and dependent activities," said Phil.

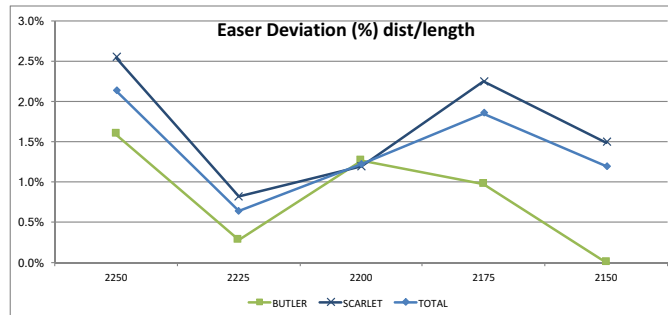
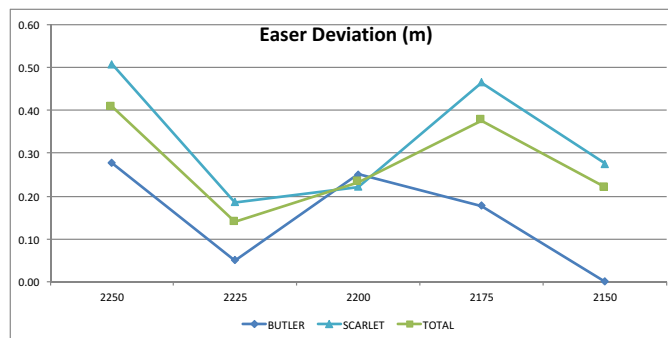
Its ability to rapidly relocate and setup on a new location reduces the delay between holes as there is no requirement for a concrete pad and the associated rig up / rig down process, saving both time and costs, and reducing manual labour.

The Easer also mitigated the risk of stope bridging when blasting versus otherwise conventional drill and blast applications.

Raising the bar

Through the use of the Easer, Deep South was able to safely achieve a sustained improvement in its vertical development rate in stopping slots and escape way rises.

The rig has set the benchmark for future vertical development expectations at the mine.



The Easer reamed 750mm up-hole slots and 1.1m conventional rises for escape ways with deviation less than 2%.

NEXT GEN CAT R1700 LOADER TRIAL AT VIVIEN

WORLD FIRST FOR PYBAR

On 22 October, our team at the Vivien mine in WA commenced the first underground trial globally of the new Cat R1700 loader as we continue to test and evaluate the benefits new equipment and technologies can bring to our clients.

The new Cat R1700 loader, launched to the market last year at MINExpo, is expected to deliver significant productivity and efficiency benefits to underground mining operations.

It features multiple engine configurations, a new ergonomic operator cabin, greater payload, a compact profile, efficient power train and durability to deliver low cost-per-tonne truck loading and load-haul-dump production.

The trial at Vivien, part of our ongoing innovation program, will see the machine complete 2,000 hours of development works over a six to seven month period. Caterpillar has manufactured just six of these machines to date with PYBAR the first to trial one underground in Australia.

The loader arrived at Vivien on 19 October and fitter and operator familiarisation was carried out prior to it travelling underground.

PYBAR Plant Manager Scott Marsden said: "Operators and fitters have been very excited witnessing the future of underground mining.

"The machine is performing well at present with decreased cycle times already being achieved due to increased payload and hydraulic power. Operator feedback has also been positive.

"The operational and maintenance experience our teams will gain over the trial period will enable us to optimise the new R1700's capabilities, creating even greater value for our clients."

Key features of the new R1700

Multiple engine configurations: The loader can be optimised for lowest total costs in a specific application through its multiple engine configurations. It can be configured to comply with the highest emission standards in underground applications, helping to reduce our customers' ventilation costs and improve air quality.

Ergonomic cabin: The operator cabin is designed to promote safe and efficient operation throughout the shift. An open ROPS/FOPS cab and an enclosed cabin are available. Increased leg room, multiple ergonomic adjustments, and automatic climate control and filtered ventilation in the enclosed cab enable operators to work comfortably and minimise fatigue.

Increased payload: The new machine delivers a payload of 15 tonnes - 20 percent more than the previous model, and it supports efficient three-pass loading of the 45-tonne-capacity Cat AD45B truck.

Technology enhancements: The new R1700 also delivers significant technology enhancements. It is equipped with multiple subsystems for fast technology implementation. The new Cat MineStar Command system enables operators to work from a remote location. Remote machine health monitoring, payload monitoring and other technology options can also be installed. The cab monitor also presents live diagnostic code feedback for faster repairs in the event of an issue.



"The machine is performing well at present with decreased cycle times already being achieved due to increased payload and hydraulic power."
– Scott Marsden, Plant Manager.



The new Cat R1700 loader arrives at Vivien.

PYBAR PARTNERS TO DEVELOP INNOVATIVE CLOUD PLATFORM

SHAPING THE FUTURE OF MINING

PYBAR is committed to facilitating safer, more productive and sustainable mining. In line with this, we have entered into a partnership with WesTrac to support the development of a cloud-based, single-point data platform that has the potential to revolutionise the industry.

Mine sites produce a huge amount of data from a wide variety of assets. An ongoing challenge is how to collect, store and analyse data from these assets in an integrated manner to facilitate full visibility of a site's performance in real time for better decision making and safer, more profitable operations.

Embracing the digital industrial transformation and with a mandate to pioneer real change in the industry, PYBAR is supporting the development of a cloud-based single-point data platform called MineQ, under development by WesTrac, in the exclusive role of underground partner.

MineQ – mine technology of the future

MineQ aims to provide a scalable, open architecture 'Internet of Things' platform that will connect with all enabled mine assets to collect, process, store and analyse information - acting as a single, central point for all asset transactions and mine data.

"With so many pieces of equipment and various data entry platforms, data is often siloed, preventing full visibility over an operation's performance," said PYBAR CSO Andrew Rouse.

"MineQ aims to solve this problem by revolutionising how mines connect with, manage and evaluate their assets. It will facilitate, for the first time, the opportunity to achieve complete operational optimisation and a system that will drive the mine of the future."

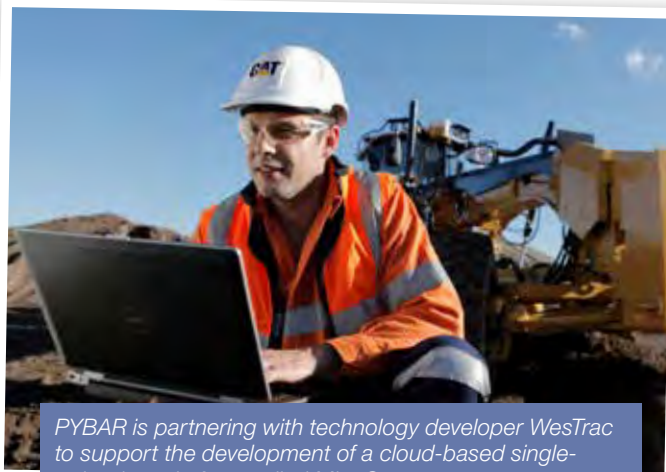
"As the underground partner for MineQ, PYBAR will gain a significant competitive advantage in terms of knowledge and experience in the execution and use of the platform. Our mature data model with a high degree of integration will benefit from automating entry points and help us move towards data recording instead of data entry."

Our Hera operation will serve as a pilot site for the ongoing development of the technology and a number of other initiatives will take place in the coming months as part of the MineQ development process.

Stay tuned for more news on our MineQ partnership in the next issue and on social media as PYBAR continues its journey as a pioneer of the future of underground mining!



"MineQ will facilitate for the first time, the opportunity to achieve complete operational optimisation and a system that will drive the mine of the future." - Andrew Rouse, CSO.



PYBAR is partnering with technology developer WesTrac to support the development of a cloud-based single-point data platform called MineQ.

RAISE BORE DIVISION RISES AGAIN

SECOND EASER ORDERED

Following a highly successful campaign at Deep South, our Raise Bore Division is adding a second Atlas Copco Easer L to its fleet.

Our Raise Bore Division exceeded expectations for 2017 and on the back of this performance has purchased another Easer rig to further increase our production slot drilling capabilities.

The new Easer, scheduled to arrive on 20 December, takes the total number of raise bore rigs in our fleet to eight.

This machine's mobility and support equipment offers significant productivity and value-adding benefits when selecting a slot/boxhole rig. Its advantages are particularly relevant in underground mines where the transport and establishment of large equipment can be costly and time consuming, causing disruptive delays to daily mining operations. Selecting the Easer for up-hole slots and escape way rises will optimise performance and save clients time and money.

The new Easer is expected to be operational in February 2018.



PYBAR's new Easer rig in Sweden.



Our second Easer will further increase our production slot drilling capabilities.

CORE AWARD WINNERS

RECOGNISING AUGUST, SEPTEMBER AND OCTOBER WINNERS

AUGUST


NICK LAMPREY – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, VIVIEN

Several colleagues nominated Nick for his approach to safety, following procedures and for protecting himself, those around him and the equipment he operates.

GREG WATSON – SAFETY, SERVICE + RESPECT

JUMBO OPERATOR, CHALLENGER

Greg consistently demonstrates 'safety first'. He always pulls back when a colleague is servicing his drill and has a 'can do' attitude.

STEPHEN GREEN – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, MUNGANA

Stephen respects the job and task at hand and gets the best results safely.


LESLIE DUNSTAN – SERVICE

SENIOR GEOLOGIST, HENTY GOLD MINE

Les was nominated for giving up his Sunday to come in and cover a colleague who was on leave to ensure the crew was prepared for their shift.

MARK RAINIER-POPE – SERVICE + RESULTS

MINING ESTIMATOR, PYBAR HEAD OFFICE

Mark was nominated for his excellent work in rapidly preparing a high-quality tender model for Carrapateena.

ANTHONY ARMSTRONG – SAFETY, SERVICE, RESPECT + RESULTS

CHARGE UP OPERATOR, PEAK

Anthony was recognised for always getting the job done to the highest of standards.

ASHLEY CREED – SAFETY + SERVICE

AIRLEGGERS, MATILDA

Ashley is always willing to go the extra mile and was also recognised for making an excellent harness and lanyard wash station.


DAN MCLEISH – SAFETY, SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, CADIA VALLEY OPERATIONS

Over a number of swings, Dan trained new people onsite and always made sure they were doing the right job safely with great results. He always goes above and beyond and is a great person to have on the team!

STEVEN POZNIK – SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, CARRAPATEENA

Several colleagues nominated Steven for always putting in 100% effort and staying back to help and teach the crew. He was also recognised for his positive attitude that boosts the crew's morale and his great leadership.

STEVEN SHERWIN – RESPECT + RESULTS

JUMBO OPERATOR, MOUNT ISA MINES

Steven was nominated by several colleagues for assisting the crew with their jumbo training.


KEVIN CONNOLLY – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER / OFFSIDER, THALANGA

Kevin was nominated by several of his colleagues for being mindful of others, always setting up his headings well and doing his best to keep the jumbo in operation.

MATTHEW LAMOND – SAFETY, SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, HERA

Matt has consistently performed well in any task he has been assigned. He has been changed to nightshift / dayshift without notice, with no complaint. His quality of work is of a very high standard.

SEPTEMBER


TRENT KINGHAM – SAFETY + RESPECT

SHIFT FITTER, VIVIEN

Trent was praised for his attention to care and safety during a recent incident. An outstanding job!

KRISTIAN SMITH – SAFETY, SERVICE + RESULTS

BOGGER OPERATOR, CADIA VALLEY OPERATIONS

Kristian was commended for his consistency and positive attitude towards any job given. He always sets up jobs to the correct safety standards and is not afraid to ask when he's not sure about something!

BENJAMIN KNIGHTS – SAFETY

SHIFT FITTER, KING VOL

Benjamin was nominated for his attention to safety when capturing an air fault in the CU55 that may have resulted in injury. Well done Benjamin, very deserving win!

JASON DEAN – SAFETY, SERVICE, RESPECT + RESULTS

CHARGE UP OPERATOR, HENTY GOLD MINE

No job is an issue for Jason, and he always goes above and beyond to work safely and achieve targets. His work ethic and proactive attitude towards safety is second to none. He is also a great leader and inspires the entire workforce.


RUSSELL SPARKES – SERVICE

MINE FOREMAN, MATILDA

Short on crew and man power, Russell facilitated good production in trying circumstances. He was also nominated for getting an alternate compressor set up and operational quickly.

Well done to all our winners over these three months. Keep the nominations coming in – the 2018 CORE Awards and running for the 2018 Employee of the Year start in November each year!

**SAFETY
SERVICE
RESPECT
RESULTS**



ANDREW ROBERTSON – SAFETY + SERVICE

BOGGER OPERATOR, PEAK

Andrew was recognised for his quality work and his overall commitment to the project.

MARK MCLENNAN – SERVICE

S&T COORDINATOR, PYBAR HEAD OFFICE

Mark is very dedicated to the tasks he is given. He never complains when asked to stay onsite rather than going on break. His colleagues say he is a pleasure to work with thanks to his positive attitude.

DYLAN DWYER – SERVICE + RESULTS

JUMBO OPERATOR, CARRAPATEENA

Dylan is always keen to have a go at anything! His colleagues commended his positive attitude. He was also recognised for his work with re-establishing the mine vent fans.

ATTILIO ROSSITT – SERVICE + RESULTS

ELECTRICIAN, HERA

Attilio is always willing to assist with any task. He strives to complete all statutory electrical checks which frees up the JTMEC Electrical Supervisor for other work. In addition to this, his attention to detail and quality of work is of a very high standard. He is also called to site at all hours to re-set remotes, pumps and drills.



BRETT SMITH – SAFETY, SERVICE, RESPECT + RESULTS

NIPPER / OFFSIDER, MOUNT ISA MINES

A happy, friendly worker willing to help with any request, Brett delivers good quality work while remaining patient! He's neat, organised and a respected team player!



WARREN WILLIAMS – SAFETY, RESPECT + RESULTS

JUMBO OPERATOR, THALANGA

Warren's design of the carry rack for the nipper's ute was commended. He was also nominated for being an all-round nice guy to everyone onsite!

NATHAN FISHER – SERVICE + RESULTS

TRUCK OPERATOR, MUNGANA

Nathan always goes above and beyond his job role and his colleagues are grateful for the help! He was also nominated for the outstanding work he puts into maintaining the LVs onsite.

JAMES MCINTOSH – RESULTS

LV FITTER, THALANGA

James' colleagues nominated him for the excellent job performed making the ute's carry rack. Well done James!

OCTOBER



TREVOR DENNY – SAFETY, SERVICE + RESULTS

BOGGER OPERATOR, VIVIEN

Trevor always helps out where he can. He does so with minimal fuss, leaving his worksite in a clean and tidy manner, remembering that a "tidy mine is a safe mine".

GREGORY KING – SAFETY + RESULTS

SHIFT SUPERVISOR, MATILDA

Greg was nominated for his safety-first approach onsite and his great mentorship of young miners. He always finishes his jobs to the highest quality!



MARCUS WALSH – SAFETY, SERVICE, RESPECT + RESULTS

SERVICE CREW, CADIA VALLEY OPERATIONS

Several of Marcus' peers nominated him for his good safety attitude, high housekeeping standards and great work ethic.

PAUL CROWE – SAFETY, SERVICE, RESPECT + RESULTS

ELECTRICIAN, THALANGA

Paul was recognised for his work on a call out where he got the rig operating again. He took no shortcuts and was able to find the fault and solve the problem!

DANIEL PRATT – SERVICE + RESULTS

MAINTENANCE PLANNER, MOUNT ISA MINES

Several colleagues nominated Daniel for always helping out when required and thanked him for taking on additional duties while his team members were on leave.



TONY KILMARTIN – SAFETY, SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, HERA

Tony is consistently reliable and always ready to step up and help others. He is always pleasant to deal with and respects all of his work colleagues.

TAMARA OAKLEY – SAFETY, SERVICE, RESPECT + RESULTS

STOREPERSON, THALANGA

Always willing to assist and often taking on duties outside of her position description are the reasons Tamara is regularly recognised for her hard work.



PAUL VAN TILBURG – RESULTS

JUMBO OPERATOR, KING VOL

Paul was recognised for his excellent ground support onsite that delivers results for everyone around him.

RAYMOND LANE – RESULTS

STORE PERSON, CADIA VALLEY OPERATIONS

Recognised for his consistent and sustained high performance, Ray delivers day-in, day-out and week-in, week-out. He's very dependable and hardworking from the first hour of the day to the last hour of the day.

GREG WATSON – RESULTS

JUMBO OPERATOR, PEAK

Greg's colleagues praised his excellent standards on the job, which ultimately deliver big results for the company.

ROBERT KERR – SAFETY + RESULTS

SHOTCRETER, CARRAPATEENA

Respected by his peers for always looking for the next job, putting in extra work and helping his fellow workers out, Rob was a deserving winner this month.

EMPLOYEE OF THE YEAR FINALISTS

OUR 2017 PYBAR STARS

With 630 nominations, 132 shortlisted nominees and 18 finalists, the 2017 CORE Awards program has been an outstanding success!

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

Launched in 2016, PYBAR's CORE Awards is a platform that gives the company and all our employees the opportunity to recognise and reward our team for their efforts and commitment to our values of SAFETY, SERVICE, RESPECT and RESULTS.

An outstanding year

From 1 November 2016 to 30 October 2017, more than 600 employees were nominated for the monthly CORE Awards. From the 132 monthly site winners across the year, the Project and Department Managers had the difficult task of selecting up to two finalists from their site based on a set of criteria. These contenders were then narrowed down to 18 finalists – one of which will become our 2017 Employee of the Year.

The winner will be chosen by our senior management team and will be featured in the Autumn issue.

The prize

The 2017 Employee of the Year will receive \$1,000 cash, a trophy and certificate and will have their name engraved, next to 2016 winner Adrian Byers, on our Employee of the Year plaque at our Orange head office!

Who will be the 2017 winner? We can't wait to find out!

Meet our 18 finalists for 2017

Our 18 finalists have made extraordinary contributions to PYBAR this year and we are proud and grateful for their hard work, unwavering positive attitudes and, of course, their embodiment of our values. Thank you to each and every one of you, you are all very deserving winners. Good luck!



HENTY GOLD MINE

MARCUS RIGBY - 1 YEAR, 3 MONTHS SERVICE

Marcus is the S&T Coordinator at Henty Gold Mine. His dedication and willingness to help his co-workers without being asked is impressive and much appreciated by both management and the team. He always operates 'above the line' and accepts both responsibility and feedback. Overall he operates in a safe, efficient manner and Henty is very fortunate to have an employee like Marcus on the team. Lastly, his approach to managing and ensuring the wellbeing of others, particularly workers undergoing rehab, is thorough, friendly and compassionate.



EMILY MCPHEE - 8 MONTHS SERVICE

Emily is very committed to her role in the Geology Department. She leads by example, adapts well to changing situations, is willing to make tough decisions and assists others with duties outside of her job role when required. Emily took the initiative to make a call on previous low-grade stockpile on the rom pad which resulted in a substantial dividend for the Henty project. She's always eager to head back underground at any time throughout the shift to sample/mark up headings for the back shifts. She has built a positive relationship with all team members onsite and has the respect of her peers.



MOUNT ISA MINES

BRETT SMITH - 1 YEAR, 1 MONTH SERVICE

Brett is a relief single boom Jumbo Operator at MIM who has just been promoted to an operator on a trial basis. He is known for always going above and beyond his position, such as taking on the responsibility of training new offsidars, covering for other employees and helping out the client where needed in job tasks. He always gets involved in PASS and Toolbox meetings and does not hesitate to bring forward safety issues. It's great to see he takes his job role seriously and is always prepared to further his experience in mining.



TRENT ILPOLA - 1 YEAR, 3 MONTHS SERVICE

As a front line twin boom Jumbo Operator at MIM, Trent always completes all job tasks in a safe and neat manner. While working for the client in a labour-hire capacity, all supervisors commented that Trent was a pleasure to work with. He's always the first to rectify any problems on the job. After reviewing total absenteeism for the past year, it has been noted that Trent hasn't taken any sick leave - we can always count on him! It's also been great to see that he always helps less experienced team members, guiding them to complete tasks in the safest way.



MATILDA & VIVIEN

RUSSELL SPARKES - 7 YEARS, 5 MONTHS SERVICE

Rusty is a Mine Foreman at Vivien. He consistently demonstrates initiative and regularly goes beyond the requirements of the job, completing paperwork, explosives compliance detail, workplace inspections and incident reporting investigation. He assists the management, safety and administration teams greatly, making their tasks and workload easier. Underground he always shows visible leadership and every day pitches in one way or another to help out operators, whether it is direct training or assisting by getting stuff done in the background to share the load and make the shift more efficient. Rusty has taken operators under his wing to ensure they get the knowledge, process and practical training required to progress in their careers.



VIVIEN

PAUL TOZER - 1 YEAR, 3 MONTHS SERVICE

A respected team member by everyone onsite at Vivien, Paul has quickly progressed from Truck Operator and Service Crew to obtaining his shotfirer's ticket, thanks to his quality of work in each role. He has never missed a shift, is always ready to work on time and doesn't hesitate to do some overtime to assist in his role advancement and help with the project. For such a short mining career, Paul shows great potential!



PEAK & MATILDA

GREG WATSON - 2 YEARS SERVICE

Greg is a Jumbo Operator, currently at our Peak operation. He has a high level of standard and productivity and has been pivotal in the operation's overall performance and success. His attention to detail and safety sees him routinely rehab areas without the need to be told in order to eliminate hazards. He is an easy-going bloke who is well respected by all onsite and leads the way by example. His positive and can do attitude in the workplace is infectious and brings the best out in others. Greg always takes the time to mentor his offsiders and looks out for their wellbeing. Jumbo downtime is generally lower when Greg is on roster, which is reflected in his ability to achieve a high utilisation rate on the jumbo and increase development output.



THALANGA

JAMES MCINTOSH - 8 MONTHS SERVICE

James is a LV Fitter at Thalanga and someone who is very thorough in his work and sets a high standard. In his own time he researches equipment and searches for solutions to challenges. He's always willing to listen and look at ways to improve works. James looks for the positives, is keen to make a difference and will always step forward. Lastly, he's someone who always 'crosses the Ts and dots the Is' - his paperwork is done correctly, work area clean and well maintained, and he doesn't look to take shortcuts.



KEVIN CONNOLLY - 8 MONTHS SERVICE

Kevin is a Nipper/Offsider at Thalanga and always puts his hand up to try something new. He's inquisitive and is always looking to learn and try new things to improve his work. He will give his best and appreciates feedback because he wants to get the job done right the first time. Kevin is always ready to help out and has been called in on short notice several times. He is mindful of others, takes pride in his work, always sets up his headings well and does his best to keep the jumbo in operation.



PYBAR HEAD OFFICE AND SYDNEY OFFICE

MARK RAINIER-POPE - 4 YEARS, 9 MONTHS SERVICE

Mark is our Mining Estimator. He is extremely productive and works autonomously and remotely from the Sydney office. He collaborates with all departments and often works extra hours to get the job done. His work is of an extremely high quality and is very reliable and accurate. He has taken on the budgeting tool from Expert Estimator to MinePoint and has improved this process in his own time. He puts in more hours than anybody and works at any time of the day or night when required. He does all this with a positive attitude and never complains. He is regarded as a model PYBAR employee!



PYBAR HEAD OFFICE

CARA JORDAN - 7 YEARS, 4 MONTHS SERVICE

Cara is our HR Advisor and a highly productive member of the team! She takes initiative and is constantly looking at options to use technology to our advantage, to streamline or improve processes, and to deliver better quality services to our clients. Cara provides systems and process training on a scheduled weekly basis to members of the HR team. Cara's work ethic embodies PYBAR's values of Safety, Service, Respect and Results exceptionally well. Through her productivity, she drives a culture in her team where everyone wants to keep improving and perform at their optimum level. Overall, Cara is a positive and energetic employee and her commitment to her role is admirable.



HERA

LANCE PRITCHARD - JTMEC

Lance, an Electrician at Hera, is a good mentor to new members of the team and creates a positive cycle of engagement. He continually leaves job sites clean and tidy and his paper trail is always in order. Lance is always willing to go the extra mile, meeting deadlines without compromising the quality of the job or project. He engages fellow workers to go above and beyond with their work and increases commitment on the team. It's great to see Lance always regularly contributing to positive and safe experiences onsite. Overall he's a valuable asset to the team.



TONY KILMARTIN - 5 YEARS, 6 MONTHS SERVICE

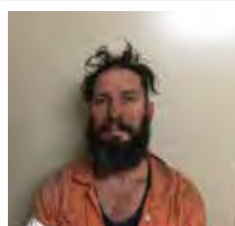
Tony is a Bogger Operator at Hera and can operate any piece of equipment onsite! He prides himself on his strong work ethic and dependability and punctuality are a large part of his working values. Tony is one of the senior members on B crew, and continually displays safe behaviour in the field and has a positive influence on others onsite. He steps up to help his crew whenever needed. He shows great commitment to any role given and is always happy to show new employees the ropes. Overall, he always maintains plant and equipment effectiveness and efficiency to achieve good business outcomes.



CADIA VALLEY OPERATIONS

DANIEL MCLEISH - 5 YEARS, 5 MONTHS SERVICE

Dan is a Bogger Operator and a key member of the Cadia Valley Operations team. He is held in high regard by his peers and management and always ensures that tasks undertaken are completed safely and with great results. During the rehab works, he trained new people onsite to a high standard. He regularly exemplifies all four PYBAR values. We love his positive attitude and he's a great asset to the team.



CARRAPATEENA

STEVEN POZNIK - 1 YEAR, 2 MONTHS SERVICE

Steve is a Jumbo Operator at Carrapateena. He's a hardworking employee, committed to doing a high-quality job. His work ethic is great and his positive outlook influences others around him to maintain a positive outlook. Steve's enthusiasm is infectious and helps to build and maintain team morale. Quick with both a joke and a compliment, he is a great team member, always supporting his workmates. He is a loyal employee and has stayed with PYBAR at Carrapateena throughout the tough times when the ground conditions seemed overwhelming. Steve is always trying to do the best he can and continues to improve his mining knowledge and expertise. He is currently studying to complete his WA underground shift supervisor certificate.



GLENN TAYLOR - 1 YEAR, 3 MONTHS SERVICE

Glenn is a Site Paramedic at Carrapateena. He is extremely knowledgeable and capable in his field - caring, hardworking, supportive, professional, positive and upbeat. He works tirelessly from early morning to late in the evening, dealing with patients, managing the medical centre, and taking constant phone calls – all the while he maintains such an optimistic and professional demeanour with never a complaint. On a remote site our medics are a vital resource. Whether it is looking after our physical wellbeing, ensuring our emergency response capability, keeping tabs on the movement of every person accessing and leaving Carrapateena, or providing a professional and confidential supporting ear for those wrestling with the challenges of being away from home and loved ones, Glenn covers it all. He does so leaving you in no doubt about his care for each and every person onsite.



MUNGANA

STEPHEN GREEN - 6 YEARS, 2 MONTHS SERVICE

Stephen Green is a Jumbo Operator at Mungana. He always meets and regularly exceeds the daily schedule and is respected within the crew as a team leader. He's always willing to carry out additional tasks and help out to meet daily targets. He never turns down a request to work overtime and help out other crews. Stephen always has a positive attitude and a strong approach to safety and shows this by being very active in the prestart and safety meetings. Lastly, he's very respectful towards his peers onsite.



KING VOL

BENJAMIN KNIGHTS - 7 MONTHS SERVICE

Ben, a Fitter at King Vol is committed to keeping our plant and equipment well serviced and maintained. He operates in a safe manner and is well-known for completing tasks safely. Ben has been the go-to guy on his crew when extra assistance is required – this includes staying back on overtime. He is respected by his crew and cross shifts and is recognised for motivating his work team. Overall, he is a respected and valued member of the King Vol PYBAR team.



Hera truck operator and nipper, Ken Ford.

AIMING HIGH AT HERA

SUPPORTING OUR VALUES OF RESULTS + SAFETY

He's been in the job just three months but it was clear from the start that Ken Ford's values were very much aligned with PYBAR's.

Ken began as a truck operator and nipper with PYBAR at Hera in August and has quickly become a highly valued member of the team, swiftly meeting his targets and adapting well to the underground environment.

Delivering results, safely

In his first week as a truck driver, he averaged 454 tonnes per shift – an incredible result which exceeds expectations for a new operator – while consistently demonstrating a commitment to safety, service and respect. Since then, Ken has continued to perform above expectations.

Hera Project Manager Michael Hart said: "Ken approaches his work in a safe and methodical way.

"Even though Ken is relatively new to underground mining, he thinks about the task at hand and keeps his mind on the job.

"Ken is not afraid to ask questions about things he is not familiar with in the underground environment and listens to the advice from experienced operators. This has allowed Ken to learn his role and the workings of the mine faster than expected.

"In both the trucking and nipper roles, Ken has proven that everyone, from nipper to jumbo operator, has a part to play in making a mine run efficiently."

Hera Mine Foreman Anthony Seddon, said Ken had adapted very well to the nipper's role.

"He is safe and has also learnt the various ground support requirements we have. Ken has adapted well to the new role and different environments, working across various crews."

About Ken

Born and bred in Mackay and a supporter of the Gold Coast Titans, Ken joined the air force after school and has lived in many parts of Australia over the years. He first began working underground at the George Fisher mine in the light vehicles team before moving to a project team. Prior to joining PYBAR, Ken worked in the stores for Aurelia Metals.

Ken said he had been told of his performance by the mine foreman adding humbly that it's "always good to achieve targets".

Great job Ken – keep asking questions and
Setting the Standard!



In his first week as a truck driver Ken averaged 454 tonnes per shift – an incredible result which exceeds expectations for a new operator.

TASMANIAN MINERALS EMERGENCY RESPONSE COMPETITION

HENTY CREW SHOWCASE THEIR SKILL

On 27 and 28 October, emergency response teams from mine and smelter sites around Tasmania, including representatives from PYBAR's Henty team, met at the Mt Lyell mine to compete in a range of emergency scenarios.

The Tasmanian Minerals Emergency Response Competition (TMERC) is an initiative of the Tasmanian Minerals and Energy Council (TMEC). The annual event gathers teams and representatives from mining project sites around the state to provide participants with an excellent learning opportunity and a practical way to test their skills in a simulated emergency situation, with a strong focus on safety.

The competition also allows the TMEC to test the effectiveness of its Mutual Aid Agreement which articulates the intent of member sites to provide emergency support in the event of a protracted incident.



The TMERC team, steered by Rhys and Daniel, put in a sterling effort.

Skills put to the test

While our Henty operation didn't enter a team this year, Daniel Cunningham and Rhys Marshall from the Henty crew represented PYBAR in the competition as part of a combined team for the TMERC committee. The team consisted of six members from various mines in Tasmania, competing against MMG Rosebery, Cornwall Coal, Grange Resources and Bluestone.

The teams competed in a range of events involving both theory and simulated emergency situations at Copper Mines of Tasmania's Mt Lyell mine in Queenstown.

Despite having never trained together, the TMERC team, steered by Rhys as captain and Daniel as vice-captain, put in a sterling effort - finishing first in the First Aid event, second in the Search and Rescue, third in the skill theory, and placing third overall!

PYBAR Safety & Training Coordinator Marcus Rigby said: "Both Daniel and Rhys showed great leadership in steering a team that had never trained together, and to finish with such great results is a credit to them."

Great job and a fantastic commitment to SAFETY!

Left to right: Daniel Cunningham, Henty General Manager Robert Gracey and Rhys Marshall.



HMR Drilling Services Operations Manager East, Cameron Bray, tries to get his message across to those that cannot see!

HMR DRILLING SERVICES LEADERSHIP WORKSHOP

INVESTING IN OUR PEOPLE

In September, the HMR Drilling Services team gathered in Kalgoorlie to develop their leadership skills and create a strategic plan to take the company into its next growth phase.

Our core value – RESPECT – sets the foundation for how we work with one another, our clients and other stakeholders.

Central to this is ensuring our management personnel are equipped with the skills and techniques to create happy, safe and productive teams which, in turn, will support business growth.

With this in mind, front line supervisors from the HMR team gathered in Kalgoorlie for three days in September to develop a strategic plan for the company and participate in a two day leadership development workshop.

Unlocking potential

The interactive leadership course was focused on problem solving and included;

- the importance of supervisory leadership;
- the difference between leadership and management;
- how to unlock the potential of employees in the workplace;
- goal setting as a motivational tool;
- communication;
- group dynamics;
- conflict management; and
- team building.

Participants also worked through the G2 Risk Management module which, following completion of work place assignments, will provide them with a nationally recognised certification in risk management.

If enthusiasm and participation are any guide, the HMR team is well on the way to assembling a group of leaders to take the business to the next level!



Ensuring management personnel are equipped with the skills and techniques to create happy, safe and productive teams will support business growth.



A training scenario underway.

DARGUES HOSTS RURAL FIRE SERVICE TRAINING

SUPPORTING LOCAL EMERGENCY SERVICES

In October, the Dargues Gold Mine hosted training exercises for the region's local emergency services to help crews hone their skills and prepare for the fire season.

PYBAR is committed to supporting the communities in which we operate. With the fire season approaching, our team at Dargues, which includes a number of rural fire service (RFS) volunteers, assisted with preparations by hosting three training scenarios for NSWRFs, SES, Ambulance and ACTRFS crews.

Training took place on the weekend of 14 and 15 October with more than 90 personnel from across the four organisations carrying out the biennial 'NAVEX' exercise.

Motor vehicle accident, hot spot detection and remote area fire training was carried out onsite at Dargues.

Honing skills to save lives

The training exercises were used to hone volunteers' skills, practise techniques learned during training and provide the information needed to ensure their safety during an emergency. The initiative included a number of scenarios combined with navigation events to develop and maintain the skills rural fire fighters require for emergency work during the fire season.

Seven teams spent the two days navigating to rural fire scenarios where they were deployed to undertake simulated medical scenarios, burn over, fuel assessments, property protection and electrical safety activities. Each task was successfully completed.

A certificate of appreciation was awarded to PYBAR personnel for their efforts, with the Majors Creek Rural Fire Brigade commenting: "A big thank you to PYBAR and especially the mine staff Len, Mitch and Mick. Although they are members of our brigade, they volunteered their weekend to man the site which allowed some of the more active NAVEX exercises to be held in a safe environment."

Well done to the Dargues team!



Left to right: Chris Corcoran, Mick South, Keith Oakford (RFS), Len Sharp, Mitch Moon.



Dargues members of the local RFS volunteered their time to set up and facilitate the scenarios and ensured the event ran smoothly.

GROWING A MO TO MAKE A DIFFERENCE

RAISING AWARENESS OF MEN'S HEALTH

Movember is the global campaign focused on raising awareness of the men's health issues that are often avoided or go unnoticed such as mental health and cancer.

PYBAR is a regular supporter of Movember and this year our Procurement & Supply General Manager Tom Devjak has been the driving force after a close friend experienced serious mental health issues.

"One of my best mates is a tradesman, in his late 30s and married with two kids under three years old - not too different to plenty of blokes I'm sure we all know. When the black dog hit, he had no control over it," said Tom.

"I noticed his decline and after debating with myself for months whether to bring it up, I finally spoke to him. If I hadn't, he would have taken his own life in the days or weeks after.

"He didn't know his problems were normal and thought he was weak for talking about it. He's now getting the help he needs.

"I had never been a big believer in mental problems, but this was a turning point for me. His kids nearly lost their dad, his wife nearly lost her husband, his siblings a brother and his friends nearly lost a great mate."

Looking out for each other

The Movember Foundation states that one in every two men have had a mental health problem at some point in their lives and three out of every four suicides are men. Mining in particular can be a difficult environment to work in with long periods spent away from family and friends.

Recognising the signs and not being afraid to ask how our mates are doing is a big part of the solution.

This is an important cause and while November may have passed you can still show your support.

Donate to Tom at www.mobro.co/13748079 or direct to the foundation at www.au.movember.com/donate.



NEW PRIZE FOR MONTHLY CORE WINNERS

KEEPING IT FRESH!

The caps have been extremely popular as the prize for our monthly CORE winners but we know we need to keep things fresh!

Our CORE Awards program has been an outstanding success since it launched in early 2016 and we are thrilled to see the inspiring stories of the PYBAR Values in action coming from our sites and office locations every month.

The 2017 awards year was even bigger and better than our 2016 launch year with a total of 630 nominations (up from 400 in the previous year), 132 employees of the month and 18 finalists! What an amazing result!

We want to make sure CORE remains a success so for the coming year of CORE we will have a brand new prize for our monthly winners – this awesome duffle bag! Completely custom-designed, the large-sized bag features heavy duty material and fastenings and a boot compartment. It's perfect for travelling to site – or anywhere else!

We will also be refreshing our CORE posters and other materials so keep an eye out for our CORE 2018 'look'!

2017 CORE AWARDS

- **630 nominations**
- **132 employees of the month**
- **18 finalists**
- **One runner up and one winner... coming soon!**



SETTING THE STANDARD AT HENTY

INTRODUCING OUR NEW GENERAL MANAGER

On 25 September, our Henty operation in Tasmania welcomed Robert Gracey to the position of General Manager as PYBAR and mine owner Diversified Minerals work together to build a world-class narrow vein gold mine.

The Henty gold mine in Tasmania is an exciting project for PYBAR as it establishes its presence in the Queenstown region. Since commencing on site in 2016, the crews have worked hard to rehabilitate the mine for new owner Diversified Minerals Pty Ltd (DMPL) and in January this year a milestone was reached with the first gold pour.

Since then, DMPL and PYBAR have continued to focus on optimising operations and the appointment of a new general manager represents another key project development.

Robert Gracey

Robert is a qualified mining engineer with over 25 years' experience including four years as a senior executive with Mitsubishi Development (Coal Division) and 10 years in senior management roles within a mining, infrastructure and industrial environment.

Robert began his career in underground mining in North West Queensland for Mount Isa Mines and Gunpowder Copper.

Robert says: "Like most mining personnel, my role has taken me to many parts of Australia including Western Australia in iron ore, North West Queensland with Mount Isa Mines and Central Queensland with BHP and Mitsubishi.

"On the whole, my career experience is diverse with detailed working knowledge of mining and processing operations, mine infrastructure projects and contract management in a range of commodities."

Focusing on project performance

Robert says his current focus is to maintain and build Henty into a reliable and stable gold producer through good communication and collective understanding.

"Above all, employees must feel safe in the workplace and equally perform their work to PYBAR standards," says Robert.

"A sense of genuine care already exists in the workplace which will provide a great foundation for Henty's prosperity.

"I feel right at home already and although I haven't met all shift workers yet, I've been encouraged by everyone's enthusiasm and desire to relaunch the Henty gold mine under the new owners."

Setting the Standard

Acting Henty Chief Operations Officer Andrew Hulme said Robert's strategic thinking skills combined with team building and a keen eye for detail will help realise Henty's potential.

"Rob brings with him a wealth of experience not only in mining and management but also in understanding assets and processes," says Andrew.

"The strategy for Henty, simply put, is to be the best mining operators and processors of safe ounces. In that path, we need to be technically thorough and in control of a very challenging orebody, be creative to see opportunities that others haven't, and be supportive of a sustainable future for the west coast of Tasmania in terms of environment, employment and civic corporate citizenship.

"By focusing on quality in everything we do, we will have a site that is scalable and sets the benchmark on how to run a narrow vein gold mine and mill."

Welcome Rob!



New Henty General Manager Robert Gracey.

PYBAR TOUCH FOOTBALLERS

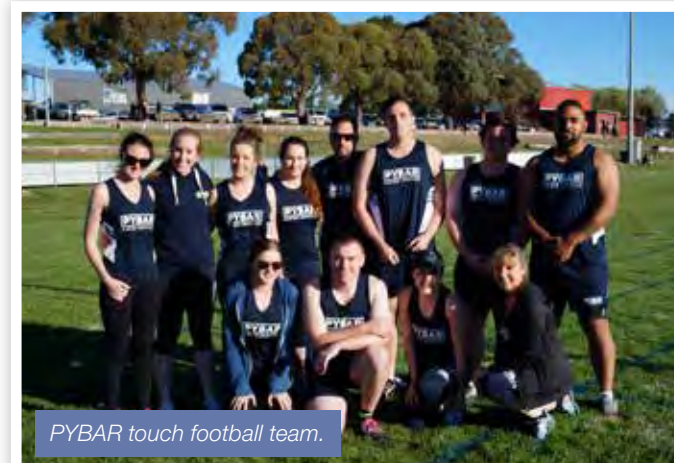
2017 TEAM SITS IN TOP SPOT

The PYBAR Head Office's touch football team is Setting the Standard in the 2017 competition, with the energetic bunch currently sitting in first place on the division ladder.

Last year our PYBAR Head Office entered a mixed team in the City of Orange Touch Football competition. The first season had mixed results as the team worked on their skills and strategy.

This year they have really stepped it up! The team has not only grown in size but has moved up a division and really honed their game. Having lost only one game this season, PYBAR sits in first place on the division ladder!

Good luck to the team for the rest of the season!



PYBAR touch football team.

MEET OUR NEW GRADUATE ENGINEERS

INVESTING IN OUR FUTURE

We pride ourselves on providing unique graduate programs to attract and invest in the brightest young talent and future industry leaders.

PYBAR's graduate engineers program differs from other mining companies, offering practical, technical and commercial experience across all stages of the mining cycle.

Over the last 12 months, we've had several graduate engineers join our ranks under the mentorship of Chris Yap, our Estimating Superintendent. Chris plays a vital role in the bidding process in Australia and internationally, using the experience he gained working overseas.

"We believe that the more diverse experience you receive during the earlier stages of your career, the better off you will be in the latter stages," says Chris.

In line with this, PYBAR is always looking at how we can improve our programs and the latest initiative is the integration of design experience into the engineers program.

"We are in the process of implementing this as we currently have in house capability with engineers within the business providing this service to some of our clients," says Chris.

"My advice would be to get in and get your hands dirty and put your hand up for any task, this will help you get experience in all facets of mining and will be beneficial to your career and help you decide what area you enjoy the most."



"My advice [to our graduate engineers] would be to get in and get your hands dirty and put your hand up for any task" - Chris Yap, Estimating Superintendent.



KYUNG SIK (BOSCO) AHN, CARRAPATEENA

What were you doing before you joined PYBAR? Before joining PYBAR, I was finishing up with my Bachelor of Mining Engineering degree at the University of New South Wales.

What roles have you been a part of so far? I am currently working as a general site engineer. Before this, I was largely involved with implementing the Minetec system on site, assisting in the emulsion and electronic detonator trial and spending some time as part of the underground crew.

What are you looking forward to the most as part of the graduate program? I look forward to gaining practical and engineering experience in diverse mining environments across the various projects that PYBAR is involved with.

If you could have a super power, what would it be? Being able to teleport anywhere around the world.

If you could switch jobs with someone for a day, who would it be? Elon Musk.

What's the most embarrassing song on your playlist? Gangnam Style by Psy.



ARASH MOSLEMI, HERA

What were you doing before you joined PYBAR? I studied a Bachelor of Mining Engineering overseas, majoring in Exploration, and then started my mining career at IMISCO in Tehran.

What roles have you been a part of so far? I have been involved in both office and underground roles since June 2017. I spent the first three months in the office and within the last three months I joined Hera's underground crew to gain experience in a hard rock environment.

What are you looking forward to the most as part of the graduate program? What I am expecting from myself is to see the bigger picture and understand different aspects of the business, and how to establish good relationships with colleagues and clients by adhering to our values at PYBAR.

If you could have a super power, what would it be? I guess it would be awesome if I could turn back in time and try to stop some of the stuff that should have never happened whatsoever!

If you could switch jobs with someone for a day, who would it be? I would say my wife as I want to show her that mining is one of the hardest jobs in the world and that is why I am so proud of my decision to work in this industry.

What's the most embarrassing song on your playlist? I am a massive fan of rock and metal music across the board. Last year when I was playing my iPod I saw a song from Black Eyed Peas called Boom Boom Pow. I did not have a clue how this song had made its way to my playlist so I had to delete it in no time. So embarrassing!



ALAN BERMINGHAM, MUNGANA

What were you doing before you joined PYBAR? I was studying a Bachelor of Mining & Geotechnical Engineering at the University of Queensland.

What roles have you been a part of so far? I have been involved with a variety of roles with PYBAR, namely nipper and truck operator and charge-up. I quite enjoyed it as it keeps you on your toes.

What are you looking forward to the most as part of the graduate program? The practical experience PYBAR has to offer is invaluable.

If you could have a super power, what would it be? A third arm.

What's the most embarrassing song on your playlist? Nickelback.



XAVIER BOUTON, MUNGANA

What were you doing before you joined PYBAR? Before I joined PYBAR I was working part time at my local cinema in Brisbane whilst studying Mining Engineering at the University of Queensland.

What roles have you been a part of so far? Here at Mungana I have experienced a variety of roles including nippering, truck driving, service crew and charge up. I have also had the opportunity to be part of the ERT for the site.

What are you looking forward to the most as part of the graduate program? I am most looking forward to the opportunity to spend time as a shift boss. I really enjoy the management and planning of an operation and this role will be the perfect opportunity to really develop my management and leadership skills.

If you could have a super power, what would it be? If I could have any superpower it would have to be the ability to teleport as I could get to site much faster and wouldn't have to wake up at 4am just to make the bus to work.

If you could switch jobs for a day, what would it be? I would love to be a presenter on Top Gear as you get to drive exotic cars in some of the most amazing countries around the world.

What's the most embarrassing song on your playlist? The most embarrassing song on my playlist would have to be I'll Show You by Justin Bieber but it's a really chilled out song and is good for a bit of background music whilst studying.



TINGTING JIAO, SYDNEY OFFICE – BUSINESS SYSTEMS

What were you doing before you joined PYBAR? I finished my Bachelor of Mining Engineering degree in 2013 at WASM. After that I was working for a demolition and civil company as a project engineer and civil estimator in Perth before joining PYBAR.

What roles have you been a part of so far? I am getting to know more about how our business systems work. Currently I am working on uploading budget data into MinePoint, generating project monthly P&L from Qlik, and also helping the technical services team with some project performance reviews.

What are you looking forward to the most as part of the graduate program? I am looking forward to gaining hands on experience and the necessary skills to be a mining engineer.

If you could have a super power, what would it be? The power to perceive future events before they happen!

If you could switch jobs for a day, what would it be? To be a pilot for a day would be pretty good.

What's the most embarrassing song on your playlist? I think Twinkle Twinkle Little Star. It makes me so embarrassed if I play it by mistake in the car.



JAMES DWYER, THALANGA

What were you doing before you joined PYBAR? I studied a Bachelor of Engineering (Mining) at the University of Wollongong. Straight after exams I did a month long contract over in Egypt as an underground truck driver. After that I began a graduate role in Victoria working in the site office before I joined PYBAR after my contract finished earlier this year.

What roles have you been a part of so far? When I started at Thalanga I was a part of A Crew working as a truck driver/nipper/service crew. In addition to that I have had some training on site for charge up which has been my favourite so far as that is a job that I have not done before. Currently I am working in the office filling in as a site engineer.

What are you looking forward to the most as part of the graduate program? I am looking forward to finishing my underground time, and gaining experience in all roles underground as I work towards getting my First Class Mine Manager's ticket.

If you could have a super power, what would it be? Definitely flight. It would be such a great way to get around.

If you could switch jobs for a day, what would it be? As a kid I wanted to be a pilot so I'll have to go with that.

What's the most embarrassing song on your playlist? Too many to choose from. My taste in music is all over the place and a lot of it I'd rather not have other people hear while I'm listening to it.



LUKE TYLER, THALANGA

What were you doing before you joined PYBAR? Before PYBAR I was working for Redpath at Olympic Dam, gaining experience in different areas of the underground mining operations. I studied Mining Engineering at the University of Queensland, graduating in 2015.

What roles have you been a part of so far? My job with PYBAR to date has been a project engineering role. What I have most enjoyed is doing the weekly schedules as I like being able to communicate and plan the most efficient way to reach targets taking into consideration the mine priorities and mine goals.

What are you looking forward to the most as part of the graduate program? I am looking forward to going back underground and completing my underground time, so I can attain my mine managers ticket in the future. I'm very eager to gain as much exposure as I can in all the different areas of underground hard rock mining.

If you could have a super power, what would it be? I think being able to see into the future would be handy.

If you could switch jobs for a day, what would it be? I would say a professional NBA player. I always loved basketball growing up and it would be very cool to be in the shoes of an NBA player for a day.

What's the most embarrassing song on your playlist? The Cup of Life – Ricky Martin.

EMPLOYEE SELF SERVICE APP

ENHANCEMENTS, TIPS AND TRICKS – PART 1

PYBAR's Human Resources Self Service system, more commonly known as HRSS, is PYBAR's web-based application that allows you to easily access your personal employment and payroll information.

There will be some valuable changes to our online employee portal in the new year. Read on for what's new and how to get the most out of the platform.

What is changing?

As of 1 January 2018, HRSS will change its name to ESS (Employee Self Service) and throughout the year new functionalities and information will become available to you and your managers.

From 1 January, we will also begin an auto notification service for postal items. This will mean that when we post out items such as gifts and other packages, postage tracking numbers will be logged and viewable in your ESS account to ensure the safe delivery of your items.

Must-know tips and tricks

To keep you updated, across the next few editions of the newsletter, the HR team will put together some tips and tricks to help you get the most out of your ESS account.

In this edition we will cover:

- How to access ESS;
- How to view your payslips;
- What personal information is stored on your employment; and
- Rewards and recognition items.

IN THE NEXT EDITION WE WILL COVER:

- Leave balances
- Organisational chart
- My roster

WE WANT TO HEAR FROM YOU!

Is there something that you would like to see in ESS but can't? Email ess@pybar.com.au and give us your ideas and feedback.

How do I log on to the ESS?

Go to <https://ess.pybar.com.au/ess/>

- On the login screen¹, enter your username – this is your Employee Number
- Enter your password. If you can't remember your password, email ess@pybar.com.au to have it re-set

How do I view and download my payslips?

Once you have logged in you will see your home page.²

To view and download your payslips:

- Click on 'My Payslips'³
- Click on the folder called 'Payslips'.⁴ This will open a list of PDF documents⁵ which you can view and/or download to any device.

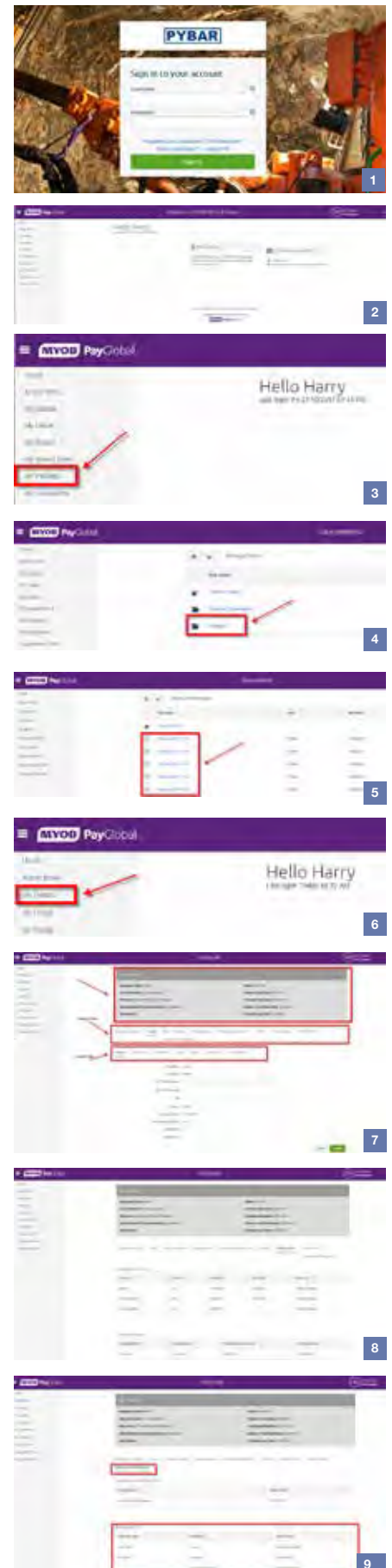
What personal information can I see about my employment?

- Click on 'My Details' ⁶
- Here you will see a grey box⁷ containing information about your current role, start dates and probation details. Below this, there are a number of different tabs displaying your information⁷. Here, you can update your:
 - next of kin;
 - address; and
 - contact information.
- Some header tabs will open up additional lower tabs⁸ of information, such as:
 - your bank account details and superannuation information;
 - your contract and position change history; and
 - the dates of the medicals you have completed during your employment.

Rewards and recognition items

- Click on 'My Details' ⁶
- Click on 'Rewards and Recognition'. ⁹ This section will show you any achievement or milestone that you have reached during your employment, including:
 - probation completions;
 - service anniversaries; and
 - any employee of the month nominations or wins.

It will also show you the individual items associated with reaching that achievement or milestone.



CELEBRATING FIVE YEARS SERVICE MILESTONE

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

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



Start Date	Employee	Position	Location
13/08/2012	Suzanne Isaacs	Administrator Assets	PYBAR Head Office
13/08/2012	Matthew Clarke	Truck Operator	Cadia Valley Operations
01/09/2012	Christian Fischbeck	Bogger Operator	Cadia Valley Operations
03/09/2012	Melissa Konza	Bogger Operator	Cadia Valley Operations
24/09/2012	Andrew Nelson	Bogger Operator	Peak
02/10/2012	Timothy Alexander	Mine Foreman	Peak
15/10/2012	Aaron Cooper	Driller	Vivien
15/10/2012	Mark Reynolds	Bogger Operator	Cadia Valley Operations
22/10/2012	Darren McAnulty	General Operator	Cadia Valley Operations



MERRY CHRISTMAS FROM OUR GROUP EXECUTIVE CHAIRMAN

WELCOME TO THE START OF THE FESTIVE SEASON AND THE FORTHCOMING YEAR OF 2018

During this year, PYBAR has seen many challenges. We started a number of new projects and completed some projects as planned, but also opted to withdraw from others that were becoming a real challenge.

While we have lost some projects, we have seen a consolidation in Queensland and Tasmania, and I believe we have refined our operations in other areas.

Of concern is our safety culture and resultant statistics. Our recent Managers' Meeting in Orange again addressed this topic, and we need to all work together to reduce our injuries to employees. Let's all work as a team to assist each other towards our target of Zero Harm.

We are continuing our work in the Technical Services department to tender for all valued opportunities. The resultant increase in work and locations are testament to their commitment.

Our vision to raise the bar in regard to technology continues along with our focus on Setting the Standard. We must deliver the best outcomes for our clients as this results in a "win-win" scenario for both parties.

As we know, the festive season is upon us already. We need to enjoy the celebrations but, while at work, it is clear that we need to concentrate on our work requirements and our safety systems.

Most of our serious injuries in the past have been observed to result from safety systems not being followed. The period leading up to Christmas is recorded as a high risk time for complacency and injuries – so please concentrate on the job at hand and use our safety procedures.

Thanks to everyone at PYBAR for their dedication and commitment. We have all made PYBAR the great company it is today.

Remember our values SAFETY, SERVICE, RESPECT and RESULTS as you go about your daily experiences – whether at work or at home.

Have a Merry Christmas and a Happy New Year!

Paul Rouse - Group Executive Chairman



CHRISTMAS HAMPERS

We will be sending Christmas hampers out to everyone again this year to say thank you for all your hard work and the commitment you have shown to the PYBAR values.

Do we have your current address?

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

See the previous page for how to update your details.

TALK TO THE EDITOR

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





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SERVICE
RESPECT
RESULTS**

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LEADERS IN UNDERGROUND MINING

