

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 20 / SUMMER 2019



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SETTING THE STANDARD

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perfect**DAY**

*THE PERFECT DAY
Making an Impact.*

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WesTrac hand over.*

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*EMERGENCY RESPONSE
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site safety.*

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A MESSAGE FROM OUR CEO

The final quarter of 2019 has seen us continue to develop our operational and manpower capabilities and begin laying the foundations for some exciting new projects and activities in 2020.

Australian Institute of Mining approved

We recently received fantastic news that PYBAR's application to establish a Registered Training Organisation (RTO) has been approved. This organisation will be known as the Australian Institute of Mining (AIM). Approval was given by the Australian Skills Quality Authority in mid-November. This opens up a broad range of exciting training opportunities for our workforce with the added benefit of ensuring that all training provided by AIM is in line with national standards. This is a significant boost for the long-term sustainability of our business and reinforces our commitment to developing our people and the regions in which we operate. Thanks to all who were involved in preparing our application and doing the groundwork to make AIM a reality.

Second Cat® R1700 arrives at Dargues

The second new Cat R1700 loader was delivered to Dargues Gold Mine in mid-December. The first loader has been operating at the mine since August with some positive results being achieved. Following delivery of the second loader, both machines will be set up for advanced underground automation using Caterpillar's Command technology. It is an exciting time at Dargues as we prepare for tele-remoting from the surface and achieving valuable productivity gains. The move to increased automation will also improve the safety of our workforce.

Service anniversaries

Congratulations to our staff members celebrating their five and ten year anniversaries with the company. Thank you to Mathew Creese, Wayne Gough, Jeffery Williams, Gregory Smith and John Muirhead for your years of service and on-going contribution to our success.

Henty ERT team at mine rescue competition

Congratulations to the Henty ERT team on winning two categories at the annual Tasmanian Minerals Council Mine Rescue competition in October. The team won the Underground Search and Rescue and the Team Building categories. It was the first time in six years that Henty had taken part and everyone at PYBAR is proud of the team's achievement. Well done!

Holiday wishes

Finally, I would like to wish all PYBAR staff a happy and peaceful holiday season. Many will be working but hopefully you will be able to fit in some quality time with your families and loved ones as well. Your on-going commitment to keeping operations moving is much appreciated. Please stay safe.

Regards,

Brendan Rouse – CEO

AUSTRALIAN INSTITUTE OF MINING APPROVED AS RTO

Future training at PYBAR will be nationally-recognised following the approval of Registered Training Organisation, the Australian Institute of Mining (AIM).

PYBAR submitted an application to the Australian Skills Quality Authority (ASQA) in July 2019 for the establishment of an RTO. The application was approved by ASQA in November, paving the way for the delivery of quality, nationally-recognised training for the underground mining sector.

"The establishment of AIM forms part of our commitment to the long-term sustainability of our business, supported by our ability to offer on-going professional development opportunities for our employees," said CEO, Brendan Rouse.

"This is a significant step in enabling PYBAR to develop our workforce in line with national standards. It will also ensure that we are able to offer training that is current, relevant, and applicable in the workplace across a range of roles."

AIM will facilitate Certificate II and III in Underground Metalliferous Mining programs as well as numerous short courses, providing significant opportunities for PYBAR employees.

Already, 80 workers from various PYBAR sites are enrolled in the Certificate III program in Underground Metalliferous Mining.

In addition to the RTO approval, AIM has received approval from the NSW Resources Regulator to offer the one-day 'Learning from Disasters' course which will commence rollout across NSW from January 2020.

AUSTRALIAN
INSTITUTE
OF MINING **AIM**

AIM for Excellence

Keep your eyes open for the AIM logo!

The course, developed by the NSW Department of Planning, Industry and Environment, is designed for mine managers and supervisors ensuring lessons from past mining disasters are learnt.

In preparing for the RTO application, PYBAR training packages were reviewed and updated to meet national standards.

PYBAR also consulted with state governments and held discussions with the Tasmanian Government to reduce barriers to traineeships in the underground metalliferous mining sector.

PYBAR SHET Manager, Rob Patterson says it is important that PYBAR is able to offer employees opportunities to grow through obtaining formal qualifications in line with the national framework.

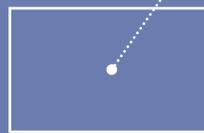
"Our ability to offer a wide range of training supports the development of our workforce as well as the regions in which we operate," he says.



TENDER UPDATE

PROJECTS WON FROM:
OCTOBER 2019 - DECEMBER 2019

QLD
Shaft lining
Raise bore - Easer L



THE PERFECT DAY MAKING AN IMPACT

POSITIVE FEEDBACK FROM SITE CREWS

PYBAR's behavioural management initiative 'The Perfect Day' is making a strong impact since being rolled out across all sites.

'The Perfect Day' is being entrenched as a key component of the PYBAR culture, empowering leaders and teams to develop habits and behaviours that support 'perfect days' being replicated time and again. In all, 38 Perfect Day presentations have been rolled out across sites in Queensland, WA, NSW and Tasmania, ensuring a standardised approach across the business.

The key to success is to get mine and maintenance foremen and shift supervisors to understand the tasks, personal and group behaviours and the high-performing habits of individuals and teams that are required for a site to have the perfect day.

Using a custom-developed score card, leaders are able to map habits and behaviours across a two-shift timeframe and support their crews in replicating The Perfect Day. To achieve this, both shifts must support each other and the site must achieve its mandated targets.

A number of other support elements have been developed to further support achievement of The Perfect Day including; standardised pre-starts across the business, leadership training for foremen and shift supervisors, and annual performance reviews to support supervisors in providing feedback to crews.

Training delivered so far:

- Two 'Leading Leaders' courses for GMs
- Five leadership courses for project managers
- Six 'Coaching Leaders' courses for mine foremen
- 15 leadership introduction courses for shift supervisors
- 73 underground observations for shift supervisors
- Three leadership courses for maintenance supervisors
- Four leadership courses for SHET professionals

The company-wide roll out of The Perfect Day is clearly building on the success of the trial at Henty in 2018 which demonstrated the impact that improved habits and behaviours have on reducing incident rates and improving performance. Other key benefits of the initiative are improved communication between crews, and better collaboration between shifts.

A range of on-going and future activities will further strengthen the application of The Perfect Day ideals at all sites. These include further training for managers, a cultural change program, lessons on the PYBAR values, development of a manual for foremen and shift supervisors, and expansion of The Perfect Day to include maintenance crews and departments, stores supervisors and the supply department.

perfect DAY

New Perfect Day branding!



Attendees of the annual managers' meeting 2019.

ANNUAL MANAGERS' MEETING

LEADERSHIP SETS 'DIRECTIVE 2020'

The PYBAR annual managers' meeting was held over two days in November and was attended by all project managers, support department managers and up-and-coming project managers.

The meeting had several key outcomes to achieve over the two days, including:

- An overview of leadership - what do good leaders do and how do they do it?
- Development of a 2020 Directive for all projects and departments; and
- Workshop discussion around project or department issues.

In preparation for the meeting, attendees assembled in working groups the night before to discuss PYBAR's competitive advantage as well as those of our competitors in the Australian underground hard rock market. Key PYBAR advantages identified were our iPLOD and WebBAR systems, and our flexibility and agility regarding new work, or changes in current contracts.

This discussion set the tone for the managers' meeting with some great insights being shared over the two days.

Opening the meeting, Executive Chairman, Paul Rouse, encouraged all to be part of the 'team', to be on board and engaged, to focus on operating safely, and to understand the importance of delivering on our targets and plans.

On day one, Bram Connolly ran several sessions covering high level aspects of leadership, including: the difference between leadership and management, effective communication, and styles of leadership.

Bram also led the development of the 2020 Directive, which is designed to support PYBAR's vision, mission and strategic plan.

In short, it is a brief document to be completed and endorsed before the end of 2019 that explains simply to all project personnel:

- The project's vision and mission over the next 12 months;
- The Project Managers' non-negotiables that must be completed; and
- Timeframes and accountabilities.

Work on the document commenced on day two with all attendees involved. This is a great initiative that will help everyone in the business understand how they can play a part in achieving PYBAR's vision "to be the best underground hard rock mining contractor".

Day two also included a very insightful presentation on lifestyle and its implications on health and wellbeing by Richard Turnbull, an accredited exercise physiologist and sports scientist. Richard drew on his more than 30 years' experience coaching elite teams and athletes to highlight the many consequences of poor dietary and lifestyle choices on chronic diseases, diabetes and obesity. His talk had a profound effect on the audience. Suffice to say that afterwards there was a lot more fruit than muffins consumed at morning tea!

CEO, Brendan Rouse closed the meeting, thanking everyone for their participation and positive attitude.

He encouraged all to be active participants in moving the business forward, and stressed that we must continue our unrelenting focus on the safety and welfare of the people under our care.

IT'S RAINING 'CATS' AT DARGUES

PRIMED FOR AUTOMATION IN 2020

A second brand new Cat® R1700 underground loader has arrived at Dargues Gold Mine in preparation for advanced automation from 2020.

The two new R1700s, purchased from WesTrac, are equipped with Caterpillar's Command for Underground Technology, which gives them automation capabilities to deliver significant productivity, efficiency and safety gains.

With the second loader on site, the machines will be set up for tele-remoting in time for stopping early next year.

"We aim to tele-remote from the surface from the outset when both loaders go into full operation," said Chief Technology Officer, Andrew Rouse.

The new loaders were purchased after very successful trials at the Vivien Gold Mine in WA during 2017 and 2018. Feedback has been very positive since the first loader went into operation in August this year with full buckets consistently being achieved.

Cat's Commercial Manager for Underground Technology, Randy Schoepke said the new loaders will be a huge complement to the PYBAR technology portfolio leveraging the most advanced features in the industry.

"The R1700 features of traction control, live payload, Autodig, and ride control will provide operator comfort and productivity. In instances where the operator is removed from the underground environment, safety and utilisation will be taken to the next level. We look forward to our continued work with PYBAR on this project," Mr Schoepke said.

WesTrac General Manager of Mining Sales, Jody Scott added: "This is the culmination of more than two years' dedication and teamwork with PYBAR to identify and test the technology that will have the most impact and benefits for them and their clients.

"We have been able to fully evaluate the harsh underground environments in which the machines are required to operate and set them up to get the most out of their automation and tele-remote capabilities," Mr Scott said.

On 16 December, the Cat stopped at Orange Office en route to Dargues. This was a great media opportunity and everyone was happy to get involved.



Brendan Rouse, CEO, Paul Rouse, Executive Chairman, Neil Roberts, WesTrac Mining Business Manager and Andrew Rouse, Chief Technology Officer.



PYBAR's Orange Office and Staff pictured with Neil Roberts, WesTrac Mining Business Manager and the new R1700.



R1700 at PYBAR's Orange Office.

RAMELIUS
RESOURCES LIMITED
VIVIEN DECLINE
JUNE 2015

The PYBAR crew at the Vivien Gold Mine project.

The first cut.



Vivien workshop back in May 2015.

VIVIEN DEMOBILISATION

THANKS TO ALL INVOLVED!

Our contract at Vivien Gold Mine in WA has been completed with the team demobilised during August and September this year. We wish to thank all PYBAR employees who have worked at the site over the past four years.

PYBAR was awarded the Vivien contract by Ramelius Resources in 2015 with a scope of works to provide all mining services to complete the mining cycle.

The project kicked off in June 2015, achieving many milestones over the contract life-span, including:

- 12.1km of development
- 159,000 production drill metres
- 777,000 tonnes of ore mined
- 2.5 million tonne km hauled

The start-up Project Manager at Vivien was current HMR Drilling Services General Manager, Stewart McLeod, who has fond memories of his experience.

“It was challenging but very rewarding. We had a small, dedicated start-up team and an experienced client who worked very closely with PYBAR to start and build a successful gold mine,” he said.

Stewart left his role in Technical Services and spent three months on site overseeing the Vivien set-up. This included mining offices, workshop facilities, laydown and establishment of pit access, highwall support, cutting the portal, and development of the decline access.

“A key challenge was the ground conditions of the pit wall and the portal area, which were significantly more difficult than anticipated. This meant we had to allocate more time and resources to wash down, shotcrete, bolt and excavate prior to the first firing of the portal. As a result, the first 50 metres of the decline required us to fire short rounds and install additional ground support”.

Major milestones achieved during Stewart’s tenure were the preparation of the highwall, cutting the portal and establishing all services and ventilation into the mine once the decline had been developed.

Thank you and well done to everyone who played a role in the mine’s achievements over the past four years.

Particular thanks go to Allan Wynyard, Project Manager at the time of completion of the project, who worked at Vivien since 2016 and contributed greatly to the successful demobilisation.

“Working at Vivien was one of the most rewarding projects that I have been a part of,” Allan said.

“Our relationship with the client was strong, we knew what they wanted and we delivered it. We operated like a team and everyone genuinely enjoyed coming to work and got along. It’s not always easy to find good people to work with, but at Vivien, the team was easy to manage, which is a testament to the crew and project staff. Well done to everyone involved; you should be proud of your commitment.”

- During demobilisation, PYBAR worked with Vivien employees to explore other employment opportunities
- 65% of our Vivien workforce were offered transfers to PYBAR projects across the country
- 90% chose to remain with PYBAR



One of Vivien’s glorious sunrises.

COWAL REMAINS AHEAD OF SCHEDULE

SETTING STANDARDS TO FIND THE 'POT OF GOLD'

Operations at Cowal remain ahead of schedule, demonstrating how PYBAR delivers on promises to our clients and exceeds their expectations in development.

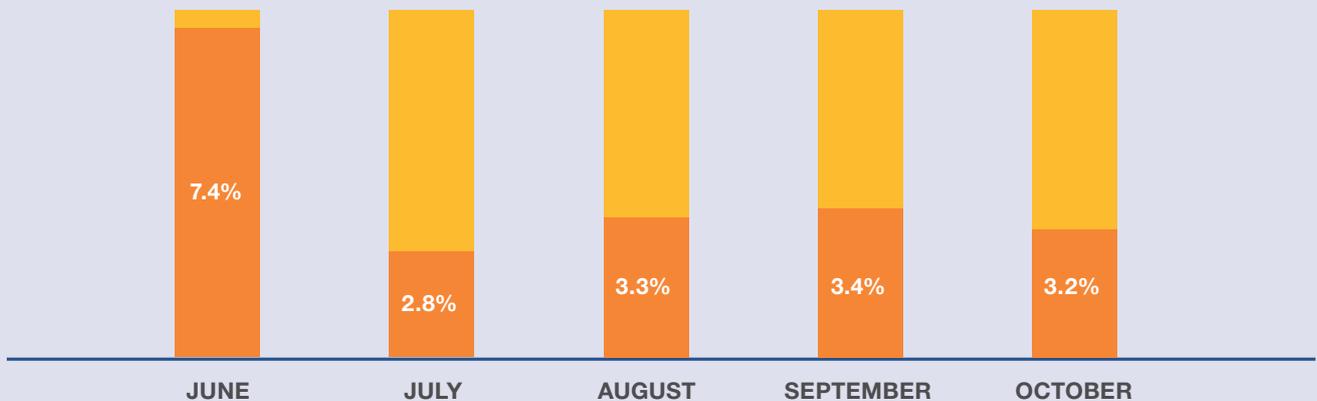
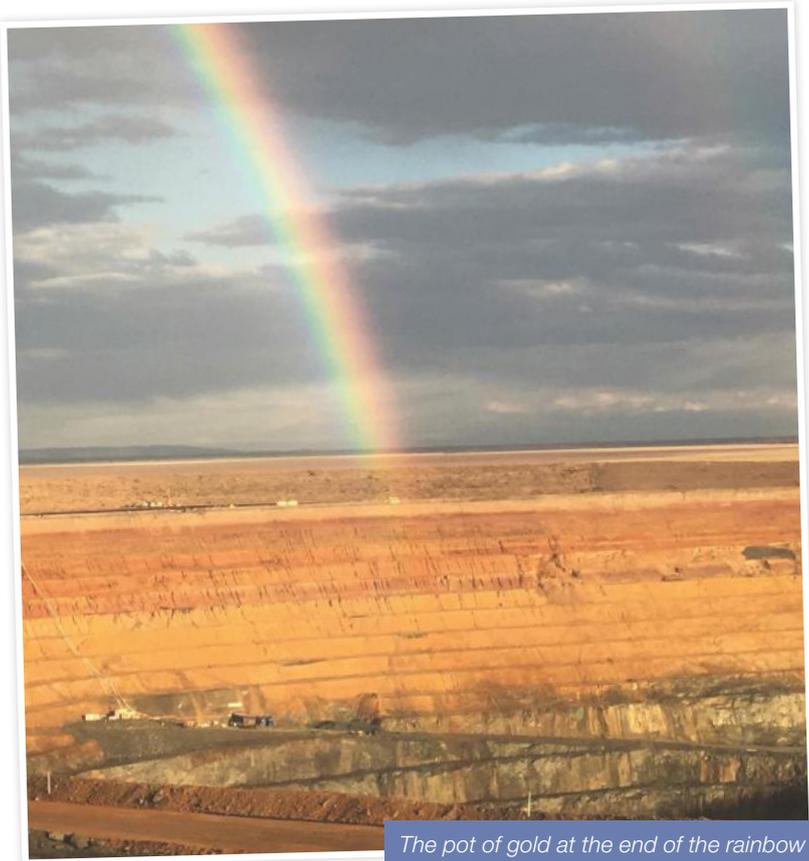
PYBAR was awarded the 12-month contract for underground exploration decline development at Cowal in March this year.

Since the first portal cut for the mine's Warraga decline was fired on 14 March, the development has been ahead of both client and contract targets, with development currently almost a month ahead of schedule. This achievement is based on the successful utilisation of the DT920i Jumbo in the development cycle to achieve record metres, which have been consistent since July.

The team at Cowal has also set the standard by consistently achieving mine overbreak of approximately 3 percent.

These achievements align with our core strength in rapid development to safely deliver high quality work and build our relationship with our client, Evolution Mining.

Cowal Project Manager, Mick Neill, recently took an amazing photograph at Cowal, pointing to a pot of gold at the end of the rainbow! Thanks Mick.



MINING OVERBREAK

Mine overbreak has been consistent at Cowal since July.

CORE AWARDS

RECOGNISING OUR AUGUST, SEPTEMBER & OCTOBER WINNERS

The CORE Awards Program recognises employees who have stood out from the crowd and acknowledges their achievements in relation to our core values. The program includes all PYBAR employees.

If you have seen a colleague doing something great, please nominate them. You can also congratulate the nominees and winners on Facebook and PYBAR PERKS.

AUGUST



BENJAMIN STUART – SAFETY + RESULTS

JUMBO OPERATOR, DARGUES

Ben did a good job scaling down a large slab on the bottom pillar of 127, making it safe to bog.

CAMERON MUTCH – SAFETY + RESULTS

SHIFT FITTER, BLACK ROCK

Cam is very safety conscious. He recently did a great job securing a diamond drill string that was exposed in a development face so development could continue.



MURRAY TOMLINSON – SERVICE

BOGGER OPERATOR, COWAL

Murray assisted at short notice after the shot firer became ill. His work ethic and standards are second-to-none and we really appreciate his help.

KURT MCCARTHY – SERVICE + RESULTS

SERVICE FITTER, WOODLAWN

Kurt is very conscientious and meticulous in carrying out work on the equipment. This results in better servicing and standards of the equipment on site.

ROS CIPOLLONE – SERVICE + RESPECT

FINANCIAL CONTROLLER, CORPORATE

Ros has been acting in two demanding roles for several months, while also managing financial year end and audit requirements - all to her usual high level of performance! No mean feat Ros, well done!



BRITTANY HOOPER – RESPECT + SAFETY

CHARGE UP OPERATOR, HAMLET NORTH

Brit has proven herself a key member of the team. She steps up when required, always has immaculate charge up paperwork, and is a mentor to those around her regarding how to respectfully treat explosives and records. Her work is the standard to aspire to!

TAMAHOU SKIPPER – RESPECT

SHIFT SUPERVISOR, KING VOL

Tamahou goes above and beyond normal duties and is a valued member of our team. Thanks for your hard work!

PADDY TAWAKA – RESPECT

SERVICE CREW, VIVIEN

Paddy is a great worker who is always happy to share his knowledge. He never fails to leave jobs in good condition and no task is ever too big or too hard.



DAMON SCHAFER – RESULTS

BOGGER OPERATOR, THALANGA

Damon was operating a loader on the Thalanga Far West decline when conducting inspections and task specific observations. The road maintenance and housekeeping in his tram was exceptional and done with the bucket of the loader.

GERALD YOUNG – RESULTS + RESPECT

PROCESSING PLANT OPERATOR, HENTY

Even though he's relatively new, Gerry stepped up when we had a power failure in the plant. He was exposed to a lot of issues and put in 110% to get the plant going again.

MATTHEW DUGAN – RESULTS

AUTO ELECTRICIAN, HERA

After a major break down of our Agi, Matt came up with a plan to spin the bowl and empty the concrete. This avoided the bowl having to be cleaned or replaced, saving a lot of money and time.

SEPTEMBER

**RYAN HARMER – SAFETY + RESPECT**

TRUCK OPERATOR, COWAL

Ryan is always willing to learn, is a great team player and has a good safety outlook. He identified a way to improve compliance in the work area, using signage to create better visibility for those entering the area.

JADE OGILVIE – SAFETY + RESPECT

TRUCK OPERATOR, THALANGA

Jade has been a part of the team at Thalanga for less than six months and is already setting high standards for safety. Recently, she addressed poor communications in the truck she was driving by stopping work and contacting her supervisor. It's a behaviour we expect every day from our people, but rarely acknowledge. Well done!

ANDREW HEINJUS – SAFETY + RESPECT

TRUCK OPERATOR, HERA

Thanks, Andrew, for being eager to learn and maintaining a safe work culture!

**JOSHUA GRAHAM – SERVICE + RESPECT**

BOILERMAKER, KING VOL

Well done to Josh for his dedication to improving equipment. He has taken control of G.E.T on site, improving and designing guarding systems.

GEORGIA BAKER – SERVICE + RESPECT

TRUCK OPERATOR, PEAK

Georgia has been with us for three months and has settled in quickly, taking on the role of training new operators with some positive results.

CAMERON FERTCH – SERVICE + SAFETY

LEADING HAND FITTER, HAMLET NORTH

Cameron actioned the machine pre-starts, consistently providing feedback to the mining department and rectifying issues to keep them to a minimum. With extra effort, Cam scheduled the maintenance tasks to reduce outstanding pre-start faults to zero. It was an excellent result that ensured pre-start hazards were rectified and that feedback from the underground crew was responded to promptly. Awesome work Cam!

**MARK COHEN – RESPECT**

TRUCK OPERATOR, BLACK ROCK

Mark has shown great initiative and is always keen to lend a helping hand, which the team appreciates!

ALLAN WYNYARD – RESPECT

ALTERNATE PROJECT MANAGER, VIVIEN

"Bigz" is well-respected by his peers for always stepping up and helping out wherever it is needed.

KATIE MCCRACKEN – RESPECT

SITE ADMINISTRATOR, DARGUES

Katie is a key team player. She is always keen to help anyone on site and ensures everything runs smoothly. No problem is ever too big and she completes all tasks on time.

BRANDON BOYD – RESPECT

SERVICE CREW, WOODLAWN

Brandon assists the crew wherever it is needed, working safely, respectfully and without hesitation. He is well respected by his peers for his underground experience and we value him in our team.

MATHEW KINGSTON – RESPECT

STORE PERSON, HENTY

Mathew (Kingo) went above and beyond his normal duties to clean the underground toilets, which were in a poor state. It's a dirty job and we appreciated you stepping up!

**NAVNEET MAHARIA – RESULTS**

ICT SERVICE DESK ANALYST, CORPORATE

Nav helped set-up the Bluetooth printer in the office; because he worked remotely he had to overcome a lot of issues. It took several phone calls for it to be done but he never gave up! His friendliness and professionalism through this process should be rewarded - he didn't complain or make excuses, he just got it done!

OCTOBER

**MATTHEW KELSEY – SAFETY, RESPECT + RESULTS**

SHIFT FITTER, BLACK ROCK

Matthew found an issue while working; he had faith in his operators and did not give up until the fault was rectified. His initial instinct was correct, and he resolved what could have been a safety issue, swiftly and in a great manner.

SHANE DAWES – SAFETY + RESPECT

TRUCK OPERATOR, COWAL

Always helpful, always working safely, always happy and willing to have a go at any task. A great team player!

DAVID WOODS – SAFETY + RESPECT

PROCESSING PLANT OPERATOR, HENTY

David took time to show both of his new starters what is required to set-off our underground stench gas systems.

**JASON APELT – SERVICE, RESPECT + RESULTS**

DRILL FITTER, CADIA

Jason is committed to keeping our rig running. Whether it's fitting or offsidng, his priority is to keep the job moving forward. He will come in to cover shifts for other fitters, no questions asked.

MICHAEL GLENDON – SERVICE, RESPECT + RESULTS

SERVICE CREW, HAMLET NORTH

Michael (Stix) has been exceeding expectations on his swings. He took on additional duties to cover leave, ensuring that the crew met their targets and were set up for success. He is supportive of his crew, and they value his awesome attitude and motivating aura. Michael is a positive team member.

AIDEN SCARR – SERVICE + RESULTS

SUPPLY CONTROLLER, CORPORATE

Aiden has a great attitude; he has been a keen and avid learner to assist in an array of items, parts, systems and searches in relation to procurement for the Dargues processing plant. No job is too small or large and he has shown 100% commitment to the role.

STEPHEN NORRIS – SERVICE, RESPECT + RESULTS

BOGGER OPERATOR, PEAK

Stephen has taken on the responsibility of assisting less experienced operators, and helped them to plan and coordinate their days to achieve the best results for PYBAR. He is a real team player who always follows through on his word.

**PETER WILLIAMS – RESPECT + RESULTS**

MINE FOREMAN, HERA

Pete ensures that his team is working well together, safely and happily. His commitment to PYBAR over the years shows how passionate he is about mining and achieving results!

JONATHAN SIEH – RESPECT + RESULTS

GRADUATE MINING ENGINEER, WOODLAWN

Jonathan is a hard worker who is always willing to do any task given to him to the best of his ability and without any complaint.

**STEPHEN ERNEST MEARNS – RESULTS + SAFETY**

SERVICE CREW, THALANGA

Stephen has stepped up the quality of the role and his systems are proving to be safer and more efficient.

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

VALUES IN ACTION



WHAT THEY MEAN TO ROB PATTERSON

The PYBAR Values, **SAFETY, SERVICE, RESPECT** and **RESULTS**, stand true to our **SHET (Safety, Health, Environment & Training) Manager, Rob Patterson.**

SAFETY

The value of SAFETY represents aspiring to and working towards our goal of zero workplace injuries or illnesses. To have a safe site and business requires a lot of work and the commitment of every employee. It also takes the confidence of an individual to stand up and be counted when they either see or feel that something is wrong. To drive safety across the business we need to treat everyone as if they were our children or close relatives. We need to show genuine care, call out risky behaviour, and provide coaching and mentoring. Production should never detract from safety and it is important that we create an environment where neither is competing against the other.

Behaviours that demonstrate SAFETY are:

- Genuine care for others
- Commitment
- Courage

SERVICE

The SHET Department is a service department which works closely with our internal and external customers. We are required to develop and maintain an open relationship with our customers that encourages them to seek our assistance at any time - day or night. We strive to deliver the level of service our customers expect.

Behaviours that demonstrate SERVICE are:

- Consistent delivery
- Approachable
- Friendly
- Resourceful

RESPECT

This means treating everyone better than they expect to be treated and calling out behaviours that are not aligned to our values. Respect is earned over a period of time and can be destroyed within seconds. Respect underpins our other values of SAFETY, SERVICE and RESULTS as without it, it can be difficult to develop relationships where others want to work with you.

Behaviours that demonstrate RESPECT are:

- Honesty
- Trustworthiness

RESULTS

RESULTS means delivering on our commitments, either personally or in a business sense, whilst always striving to meet or exceed our customers' expectations through continuous improvement. As a manager, this also means taking responsibility for my team members' outputs and actions.

Behaviours that demonstrate RESULTS are:

- Do what you say
- Exceed others' expectations

**SAFETY
SERVICE
RESPECT
RESULTS**

MEET OUR 2019 FINALISTS

WHO WILL BE OUR 2019 EMPLOYEE OF THE YEAR?

Our CORE Awards program is our peer-to-peer recognition program, run by our employees (that's you!), for our employees!

686 NOMINATIONS
119 MONTHLY WINNERS **20 FINALISTS!**

Since the program launched in 2016, we have seen some incredible nominations and deserving winners. This program truly displays to us the commitment our employees have to our values, SAFETY, SERVICE, RESPECT and RESULTS.

Every year we are amazed to review and recognise the amount of CORE nominations across our sites and this year is certainly no different!

Thanks to all who have nominated colleagues, congratulations to all monthly winners for living our values, and good luck to our 2019 Employee of the Year finalists!

And the finalists are...

2019 Employee of the Year winner will receive:

- \$1,000 PYBAR PERKS credit
- Personalised certificate and trophy
- Feature in the next newsletter and on our Facebook page
- Your name on our Employee of the Year plaque at our Orange Office

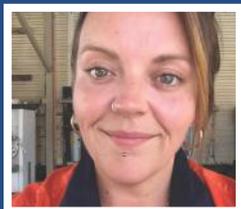
Our runner-up will also receive \$500 PYBAR PERKS credit!



BLACK ROCK

CAMERON MUTCH

Cameron, a Shift Fitter, often has great ideas for improving the way tasks are carried out on-site. This year, he developed a way to secure intersected diamond drill strings in development headings to reduce delays, and constructed bolt racks at a height that will reduce manual handling injuries. Cameron also acted as a mentor and coach, helping two new fitters to assimilate into the Black Rock team. He takes pride in his work and ensures all outcomes are completed to a high standard.



KACIE SCHMIDT

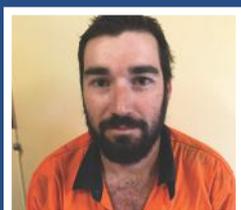
Kacie is a Site Administrator. Her reports, claims and correspondence are always completed to an extremely high standard. She goes above and beyond to complete her duties, including working on her days off. Kacie is not only an extremely valuable member of the Black Rock and MIM contract team, she is an important asset to the whole of PYBAR.



CADIA VALLEY OPERATIONS

JOSHUA (JOSH) BARRETT

Josh, a Drill Fitter, is 100% committed to ensuring the productivity and availability of equipment. He consistently comes in on his rostered days off to rebuild or improve components and follow-up on quotes, and will often go out of his way to pick-up people or parts in his own time. He is dedicated, reliable, well respected and an excellent example of our values.



COWAL GOLD OPERATION

MICHAEL LENNANE

Michael is a Bogger Operator who has never let his team down. He is described as a 'walking billboard' of PYBAR's values; he gives 110% in every shift, is safety conscious, never late for work, respectful to his fellow workers, staff and clients, and his work is always completed to a high standard.



DAVID (DAVE) BAXTER

Tier One Jumbo Operator Dave is always dependable, happy to share his knowledge and leads by example with his positive outlook on life. He has an outstanding work ethic, is safety conscious, always early for work, respectful to all on-site and his consistent results continually exceed the expectations set in any given shift.



DARGUES GOLD MINE

ANDREW CALLAN

Andrew, a Shift Supervisor, is always looking for ways to add value. Recently, he completed his Shift Boss Ticket, his Certificate IV in Metalliferous Mining, and is now completing his advanced diploma in Metalliferous Mining. He is reliable, committed and leads his team the same way through well-thought out, well-planned jobs. We would be lucky to have more like him in the team.



KATIE MCCRACKEN

Katie, a Site Administrator, is a true team player. She consistently produces high quality work, contributes ideas at site leadership meetings and puts in extra hours to help meet deadlines. Her 'can do' attitude means she is a positive role model for all Dargues staff, and she demonstrates behaviours that all on site should strive to replicate.



HAMLET NORTH

MICHAEL (STIX) GLENDON

Michael, a Shift Fitter, is an outstanding, driven individual who is committed to completing any job he is given to a high standard. He challenges situations that appear incorrect and highlights areas for improvement. He also leads through his happy and positive attitude. He is highly valued on-site as a dependable, all-round asset who is going to progress far in the industry.



RICHARD PITTAWAY

Employed as a Frontline Jumbo Operator, Richard is a multi-skilled individual whose work quality is second to none. His knowledge of all facets of the job is outstanding and he never compromises safety. Richard interacts with mining, maintenance and the client at a very professional level and he is always willing to help and train others. If Richard does not receive the Employee of the Year Award, he should definitely get the Most Mischievous Employee of the Year Award.



HENTY GOLD MINE

DANIEL CRANE

With his exceptional work ethic, Daniel is a critical part of the Henty Surveying team. Driven by a high standard for quality, his attention to detail is what's needed to lift overall standards across the site. He continually steps up to complete additional responsibilities, such as inspections and task observations, is always on-time and very dependable.



HERA

ALEX AMOS

Alex has brought knowledge, experience and innovation to his role as Driller, especially with prepping and charging stopes. His efforts have helped to improve broken stocks and ore tonnes trucked. He is a fast learner who maintains a positive attitude and does the best job he can with the equipment available. Alex is also balancing part-time study in Mining Engineering at Federation University.



KING VOL

JOSHUA GRAHAM

In his first year on-site, Boilermaker Joshua has developed a safer way to lift bucket teeth out of their transport container and carry them to the workplace. He is a very positive person with a high respect for safety. He always leaves his workspace clean and organised, never complains, has never missed a shift, and is always willing to go the extra mile. His positive 'can do' attitude has earned him a lot of respect from his peers.



ALAN BERMINGHAM

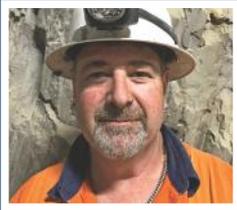
Alan, a Graduate Mining Engineer, has a great work ethic and excels at every task he undertakes. He learned how to do a long hole drill in two weeks to a standard on par with experienced operators! He is always in demand across all roles he performs because he is a dependable, positive employee for whom nothing is too difficult. He is an important part of the crew and a role model to many.



PEAK

TAUFAO (BIG T) TAUFAO

Taufao is a Bogger Operator whose positive attitude is noticeably contagious. He is a diligent, versatile and reliable co-worker and friend who is committed to completing his work in a safe and timely manner, to a very high standard. He demonstrates exceptional leadership skills and one of his strongest virtues is the willingness to teach younger, less experienced team members and bring out the best in them.



ANDREW ROBERTSON

Andrew, a Bogger Operator, has an amazing attitude towards his work and his roadworks are second to none. He is known on-site for being proactive and always willing to help his team. He continually displays a positive attitude and applies himself fully to his tasks to deliver first-class results in a timely manner.



CORPORATE OFFICE

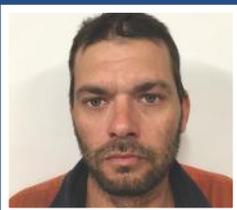
SALLY DYE

Sally is a Systems Administrator who leads by example. Her commitment to the explosives validation system has seen it being a core function in the WebBAR system, allowing easy reconciliation of explosives transactions as well as visibility of transaction accuracy to management. She regularly goes above and beyond to provide advice and assist her teammates and her work ethic is exceptional.



CARA JORDAN

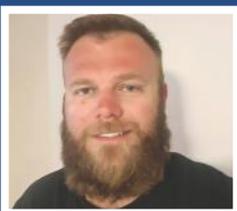
Cara is a Senior Human Resources Advisor. She is a highly productive self-starter who enjoys excellent working relationships with managers, peers and other employees. Cara takes on additional tasks even if they are outside of her duties, and she regularly works beyond normal hours, including weekends. She will not hesitate to respectfully challenge any employee if she feels their behaviour is not in line with PYBAR values. Cara's work ethic is highly commendable and she is an inspiration to her colleagues.



THALANGA

MICHAEL (MICK) WAKEFORD

Mick, a Shift Supervisor, possesses a vision and temperament that allows him to remain cool under pressure and to see the bigger picture. He is a natural leader and mentor and the crew looks up to him. He is continually highlighting the importance of safety and demonstrating safe work practices - as a result, he leads the safest crew on site. His efforts have also resulted in a massive improvement in quality of documentation and reconciliation.



WOODLAWN

IAN PECKITT

Ian is an experienced and highly regarded Leading Hand Heavy Vehicle and Drill Fitter who is driven to achieve results and demonstrates great leadership. He continually supports his crew to undertake tasks to the best of their abilities and advocates for a zero-harm, zero-compromise attitude which is reflected in his consistently high performance. He is well respected by his peers and management.



BOBBY GILES

Bobby, an experienced and highly capable Charge Up Operator, consistently looks to improve himself, his crew and the site where he is working. His positive attitude and commitment to helping others regularly sees him exceed expectations. Bobby's attendance has been faultless, and he often does overtime and extra hours on rostered shifts to "get the cut away".

**GOOD LUCK TO ALL
OUR NOMINEES!**

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



HENTY ERT TEAM TASTES COMPETITION SUCCESS

TOP HONOURS ACHIEVED IN TWO CATEGORIES

The Henty ERT team entered the Tasmanian Minerals Council's Mine Rescue Competition for the first time in six years and walked away with two category victories.



The winning Henty ERT team! 1st Place Boat Race (Team Building) and Underground Search & Rescue.

The annual two-day competition, hosted at the MMG Rosebery mine in late-October, provided a great opportunity for the Henty ERT team to gain valuable knowledge and experience and learn new skills while enjoying the team building and comradery.

The team consisted of the following enthusiastic ERT members:

- Marcus Rigby – Team Manager
- Kane Gilbert
- Adam Jones – Captain
- Bryce Havard
- Daniel Bellchambers
- Tyler Tyrrell
- David Bourne

The team came away as winners in both the Underground Search & Rescue and Boat Race (Team Building) categories - an awesome accomplishment made even better because the team came together shortly before the competition!

Mine rescue competitions are an important part of enhancing ERT life-saving skills and provide a great opportunity to share knowledge with teams from other sites.

Participants competed in a range of categories:

- Overall Winner
- Best Captain
- Underground Search & Rescue
- Surface Search & Rescue
- Rope Rescue
- Fire Fighting
- First Aid
- Overall Safety
- Team Skills
- Theory
- Boat Race (Team Building)

It was the first time in six years that a Henty ERT team participated in the competition and their achievements have created a sense of pride for everyone on site. Well done team, what an incredible achievement!



Henty ERT Vertical Rescue Event.



Henty ERT Fire Fighting Event.



Henty ERT preparing for the Underground Search & Rescue Event.

EMERGENCY RESPONSE EXPANSION AT DARGUES

TEAM UPSKILLED TO ENHANCE SITE SAFETY

With emergency response facilities being established at Dargues Gold Mine, the team is being expanded and upskilled.

It has been a busy year in relation to emergency response at Dargues with 18 employees training to form the Emergency Response Team. The team is supported by the purchase of rescue equipment and facilities for underground and surface operations.

The new team members are currently working towards a Certificate III in Mine Emergency Response and Rescue, which they expect to complete by 2021.

As part of the drive to upskill the growing team, 10 Dargues ER staff were amongst a group of 16 from across PYBAR's operations who recently completed the Mine Emergency Response and Rescue Underground (MERRUG) training held at Henty Gold Mine in Tasmania. Well done everyone!

This ongoing training equips ER personnel to be the first responders to any incidents on site, including underground emergencies, which is a critical part of our dedication to keeping our people safe.

Additional and ongoing emergency response training is planned for 2020 (and beyond), which will see team members test and gain new skills and enhance the site's safety capabilities.

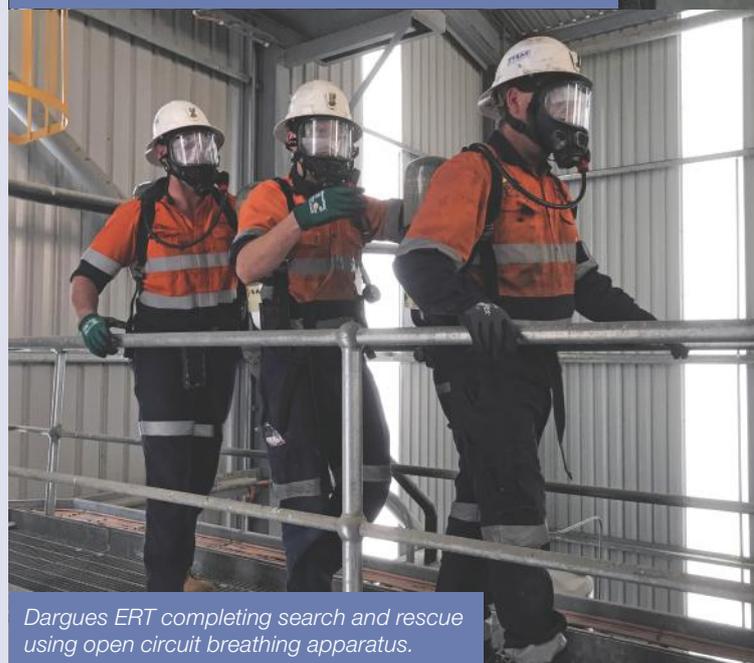
The training is delivered in association with Australian Institute of Mining (AIM). To find out more about AIM and its training programs, contact Andrew Burt, Safety & Training (S&T) Coordinator: andrew.burt@pybar.com.au



Dargues team during the MERRUG training at Henty.



Dargues ERT conduct a changeover to self-contained rescuer during underground search and rescue exercise.



Dargues ERT completing search and rescue using open circuit breathing apparatus.



Dargues ERT assembling firefighting equipment for fire exercise.



Practicing soft tissue injury treatment.

UPSKILLING OUR SAFETY AND TRAINING STAFF

PYBAR HOSTS ANNUAL FORUM

PYBAR's annual SHET forum in support of upskilling our safety and training professionals took place in Orange during November.

The three-day event covered a broad range of health, safety and training topics. One of the biggest benefits of the forum was the networking and sharing of ideas. The forum highlighted the diverse range of skills and experience we have within the PYBAR Safety and Training Team.

A feature this year was training in soft tissue injury treatment delivered by our partner Biosymm, which provides telehealth soft tissue injury management to our sites 364 days per year. The group of 28 safety and training professionals also received professional development training from RTO2Go, a company providing compliance support to RTOs.

The forum concluded with an Apply First Aid course with participants gaining much from the experience and looking forward to applying their new learnings in the workplace.



SETTING THE STANDARD

REWARDING POSITIVE WORK ETHIC

Our employee recognition program marked its third quarter by acknowledging more colleagues whose positive work ethic and dedication to the PYBAR values are making a difference to our business.

Winners are acknowledged monthly and are profiled on social media and on our Careers website.

#SettingTheStandard makes a valuable contribution to the success of our business and to boosting the morale of our staff by recognising colleagues who lead by example, go above and beyond their usual duties and offer support and encouragement to team-mates.

The winners for August, September and October 2019 were Tamahou Skipper, Mark Cohen and Stephen Norris.

SETTING THE STANDARD

AUGUST 2019

TAMAHOU SKIPPER
SHIFT SUPERVISOR
KING VOL

SAFETY SERVICE
RESPECT
RESULTS

CORE
AWARDS

PYBAR
MINING SERVICES

#SETTINGTHESTANDARD



Positive and hard-working, Tamahou shows great leadership and goes above and beyond to assist his crew.

SETTING THE STANDARD

SEPTEMBER 2019

MARK COHEN
TRUCK OPERATOR
BLACK ROCK

SAFETY SERVICE
RESPECT
RESULTS

CORE
AWARDS

PYBAR
MINING SERVICES

#SETTINGTHESTANDARD



A recent newcomer to Black Rock, Mark was recognised for showing great initiative and supporting his crew.

SETTING THE STANDARD

OCTOBER 2019

STEPHEN NORRIS
BOGGER OPERATOR
PEAK

SAFETY SERVICE
RESPECT
RESULTS

CORE
AWARDS

PYBAR
MINING SERVICES

#SETTINGTHESTANDARD



Stephen is a great team player, he assists less experienced operators plan and coordinate their shifts for the best results.

PYBAR SUPPORTS 'FIT FOR WORK' PROGRAM

WE TALK TO STUDENTS ABOUT MINING CAREERS

Cadia Valley Operations Project Manager, Brad Rouse, and the PYBAR HR team recently met with students participating in a 'Fit For Work' Program where they discussed careers in mining.

The 'Fit for Work' Program is run by Police Citizens Youth Clubs (PCYC) NSW in partnership with NSW Youth and Crime Prevention Command. PCYC is a not-for-profit organisation that delivers a range of youth community activities and support.

Invited as guest speakers, the PYBAR team had a great time talking with the students, providing tips on how to join the mining industry, discussing PYBAR's on-boarding and application process, and most importantly highlighting the career paths that PYBAR can provide to help them shape a bright and prosperous future.

The 'Fit for Work' Program is developed to redirect, educate and inspire youth to feel valued, gain a qualification and become contributing community members.



The PYBAR team with Helen Baker and students attending the Fit For Work Program.

The PYBAR team is grateful to Helen Baker and her team at PCYC for inviting them to be part of such an inspiring program and looks forward to seeing the students graduate in December!



'MOVEMBER' FUND-RAISING

'BLACK ROCK MO BROS' SUPPORT A WORTHY CAUSE

The PYBAR team from Black Rock and Mt Isa were joined by staff from client, Mount Isa Mines, to support 'Movember' and raise money for a worthy cause.

Colourfully named the 'Black Rock Mo Bros' the team put its shavers aside during the month of November, setting up a donation page on LinkedIn to raise funds in support of men's cancer, mental health and suicide prevention.

Their efforts included team and individual fund-raising initiatives in the lead up to the big shave at the end of November, totalling \$3,280 in funds raised!

The Mo Bros (and Sistas) wish to thank everyone who took part and supported their fund-raising drive.

PHOTOS SENT IN!

PYBAR staff have sent us a few pics over the past few months, marking good times and special memories!

PROUD PARENTS - WAYNE & ROSALIE GOUGH

Wayne Gough, Operations Manager, sent in this family photo after his daughter Courtney recently won the Open Performance Class at the WA Sprint Kart State Championship for the third consecutive year! This has never been done before and is only the second time ever that a female has won this class in the State Championships. We are so proud of her!

Courtney is 23 years old and is a physiotherapist in Perth. She has been racing since the age of seven. The blue "Number 1" plate is presented to the class winners at the State Championship.



Proud parents celebrate Courtney's amazing achievement.



Brett McFarland and his nephew.

THE NEXT GENERATION MODELS PYBAR GEAR

Brett McFarland, Truck Operator at King Vol, sent in these pics of his cute nephew in PYBAR gear. It will be a few more years yet before he gets on site, but we think he is heading in the right direction. Thanks for sharing these snaps.

SURPRISE K9 AT HQ

We had a random lost dog show up in reception at Orange recently, so while we were waiting for the vet to collect him, we kitted him out in PYBAR gear and thought it was a great chance for a photo opportunity!



Dog decked out in PYBAR merch!

LONG-SERVICE MILESTONES

CELEBRATING 5 AND 10 YEARS

Congratulations to staff celebrating 5 and 10 year anniversaries with PYBAR.

5 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
17/11/2014	John Muirhead	Storeperson	Cadia
3/11/2014	Gregory Smith	Truck Operator	Peak
3/11/2014	Jeffrey Williams	Bogger Operator	Cadia
20/10/2014	Wayne Gough	Operations Manager	Corporate Office

5 YEARS **5 YEARS** **5 YEARS**

10 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
21/12/2009	Mathew Creese	General Operator	Cadia

10 YEARS **10 YEARS** **10 YEARS**

VACATION OPPORTUNITIES FOR STUDENTS

PATHWAYS TO FUTURE CAREERS

PYBAR offers regular vacation work opportunities for students, helping them to complete their industry training and, for some, open up a pathway to a career with the company.



Lachlan Vanner.



Frazer Bullock.

Vacation opportunities are offered to students across multiple engineering disciplines with between three and five students participating in the program annually. Many of the engineers that have completed vacation work in the past have been offered roles within PYBAR.

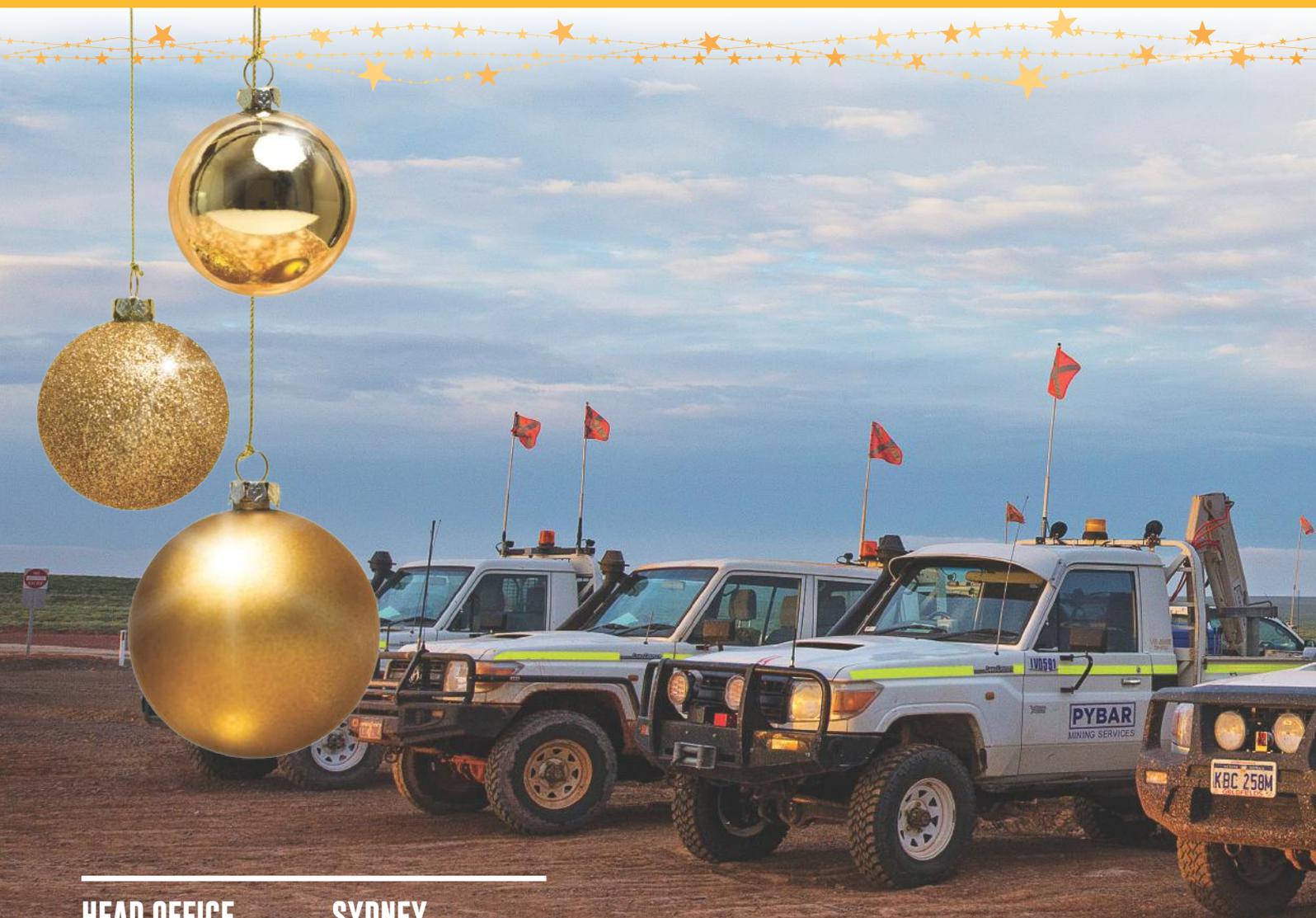
Two students have joined the team at Dargues for the summer vacation.

Frazer Bullock is a Mining Engineer from the University of Wollongong who has joined the Technical Services Department. He will assist the engineers in undertaking mine design summaries, daily reporting, and end-of month-claims.

Lachlan Vanner has joined the Processing Department to assist with the commissioning of the processing plant. Lachlan has been studying chemistry and is interested in furthering his studies in metallurgy. The opportunity will give him hands on experience with the processing team, learning what it takes to get the plant through the commissioning process.

Merry Christmas!

Thank you for your hard work in 2019,
we look forward to 2020!



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