

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 23 / SPRING 2020



02 RAISE BORE WORLD FIRST

04 INTRODUCING DIGITAL TERRAIN

11 PYBAR SAFETY TRANSFORMATION

SETTING THE STANDARD

WHAT'S NEW



TENDER WINS
Four new projects underway.

READ MORE PAGE 3



THALANGA SETS ANOTHER RECORD
Hitting 636 development metres in August!

READ MORE PAGE 07



RAISE BORE AND SHAFT LINING DIVISION NEW MECHANICAL ENGINEER
Marcus Tieppo joins the team.

READ MORE PAGE 14

Cover photo: SL100 Raise Bore Reamer Lifting Gantry.

CONTENTS

WELCOME	A message from our CEO / 01
BUSINESS UPDATE	Raise bore world first / 02 Tender update / 03
CAPABILITIES & INNOVATION	Introducing Digital Terrain / 04 AMT asset management software / 06
AROUND OUR SITES	Thalanga sets another site record / 07
EVENTS	Diggers and Dealers / 07
VALUES IN ACTION	CORE Award winners / 08 What our values mean to Christian Stuckey / 10 PYBAR safety transformation / 11 Setting the Standard / 12 Tasmanian Women in Resources Awards - Erin Tatnell places / 12
COMMUNITY	Snow falls at Henty / 13 Parkes Golf Day / 13
OUR PEOPLE	Welcome Marcus Tieppo / 14 James O'Rourke moves to Raise Bore & Shaft Lining Division / 15 Service anniversaries / 16 10 years of service for Tony Mallard / 16 Ian Jones celebrates 10 years / 16
OTHER	Ask the editor / 17 Watch out for magpies! / 17





A MESSAGE FROM OUR CEO

Following the close of a difficult financial year for businesses and individuals globally, PYBAR is off to a strong start to the 2021 financial year, with several new initiatives to help guide us through these uncertain times to an even stronger future.

Safety Transformation

We were very pleased to announce recently that PYBAR experienced a full month of zero Total Recordable Injuries (TRI) in August! 900 PYBAR employees worked 155,000 hours during the month without recording any injuries that required time off, restricted duties or needed medical treatment. A fantastic achievement!

The safety of our people is our number one priority, and we are committed to a safety transformation company-wide. A strategy to reduce our Total Recordable Injury Frequency Rate (TRIFR) to below 10 has been developed. The strategy, underpinned by eight pillars encompasses defined actions and will be rolled out over the coming weeks and months.

World First in Raise Bore Innovation

PYBAR, in collaboration with one of our valued clients and an equipment manufacturer, is at the forefront of revolutionising the raise bore industry. We have trialled and successfully implemented a new way of removing raise bore reamer heads underground. What has up until now been a time consuming, expensive and hazardous process industry-wide is now much safer, more efficient and cost-effective due to the use of a new hydraulic gantry crane system. You can read more about this exciting world first innovation on page two.

PYBAR Ideology

By now, each PYBAR team member will have received an invitation from management consultants, Ideology, to participate in the PYBAR business improvement survey. We want to be the best we can be for our employees and clients, and you assisting in this process will help us achieve that goal. Your contribution is important and highly valued – let's shape the future of PYBAR!

Please enjoy reading our Spring 2020 PYBAR newsletter. We are proud to bring you stories about our projects and initiatives, and most importantly about our people who live the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS.

Regards,

Brendan Rouse – CEO



The SL100 unit in action, lifting and traming a 5.0m diameter reamer.

UNDERGROUND RAISE BORE REAMER REMOVAL

PYBAR PIONEERS A SAFER WAY IN WORLD FIRST

PYBAR has joined with one of our valued clients and an equipment manufacturer to develop a safer and more efficient way of removing raise bore reamers.

Years ago, excavating shafts and slot raises was dangerous manual work, carried out by only the most experienced shaft and airleg miners. These days, the preferred method is raise boring and boxhole slot drilling.

In raise boring, the machine is set up at the surface or upper level, then a small pilot hole is drilled down to the lower level using a pilot drill bit attached to a series of drill pipes, forming the drill string. Upon completion of the pilot hole, the pilot bit is removed and the reamer is attached to the drill string. Using the reamer, the shaft is then back reamed to the final diameter.

During the back reaming process, the cuttings excavated by the reamer fall to the lower level.

On completion of the shaft, part of the raise bore process requires the removal of the reamer at the shaft collar. With a SWL (safe work load) of 40 tonnes, the reamer removal process becomes hazardous, complex, time consuming and costly.

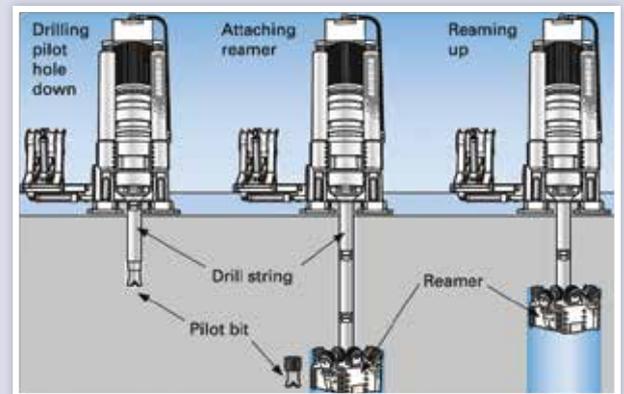
As part of a solution, we saw a need to develop a safe work methodology to remove large diameter reamers in an underground environment.

Working with Carrapateena Mine, we developed the SL100 Reamer Lifting Gantry. The SL100 unit is a track mounted gantry system with hydraulic lifting units capable of lifting up to 80 tonnes. The unit is operated remotely, removing employees from the shaft area during reamer lifts. When the reamer is lifted out of the shaft, the reamer is trammed away from the open shaft which is then covered with a hole cover to create a safe working area.

“PYBAR’s underground raise bore reamer removal system is a safety win for the raise bore industry, and we would be happy to share the methodology with anyone interested in a safer and more efficient way of removing large diameter reamers in an underground environment,” said PYBAR’s Raise Bore and Shaft Lining Manager, Phillip Viljoen.

The PYBAR underground reamer lifting gantry methodology has now been accepted as industry best practice and sets the standard for removing large diameter reamers safely in an underground environment.

If you’d like to know more, please contact PYBAR’s Raise Bore and Shaft Lining Division at raisebore@pybar.com.au.



TENDER UPDATE

PROJECTS WON FROM JULY TO SEPTEMBER 2020

QLD

- Glencore, Mount Isa Mines, Black Rock Project – development extension and production trial.
- Shaft lining project.

WA

- St Barbara Ltd, Gwalia Deeps – rehabilitation works.

NSW

- Raise bore slot drilling project.

Thank you to everyone involved in completing these tenders and helping to secure this new work.



INNOVATION FOR CONTINUOUS IMPROVEMENT

INTRODUCING DIGITAL TERRAIN

At PYBAR, we recognise that innovation is critical to our business. Close collaboration with technology partner, Digital Terrain, has given us a competitive edge with demonstrated improvements in safety, cost management and productivity.

Digital Terrain was created by Andrew Rouse, PYBAR's Chief Technology Officer, as a dedicated entity to identify, evaluate, develop and trial key innovations with the goal to integrate the end products into our business and roll them out across project sites.

The products developed within PYBAR have reached a certain level of maturity in their own right, and to do them justice, they have undergone a commercialisation process, making them available to other clients in the mining industry. By commercialising the technology it provides funding for ongoing research and development at a faster pace than what could have been achieved if we kept them internal only.

Digital Terrain has developed a core mining data solution suite called Simbio to track every aspect of underground mining. Simbio solutions are operated via an app and include new versions of the PYBAR iPLOD and WebBAR platforms, now known as PLAN, PLOD and MANAGE. The system works either offline or with a constant underground network connection, so no data is lost.



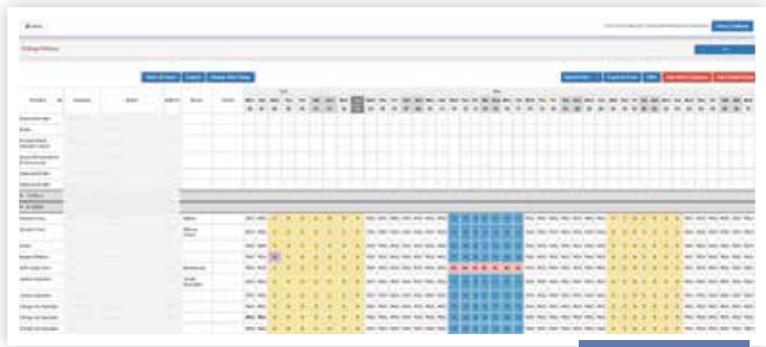
Simbio PLAN, PLOD & MANAGE, core mining data solutions.

PLAN

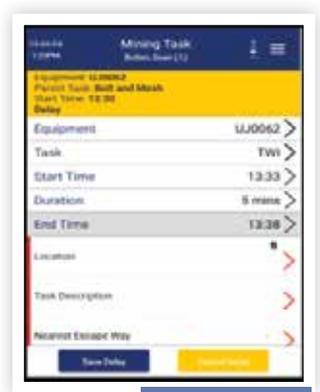
Simbio PLAN is an electronic whiteboard and roster planning tool which integrates into PYBAR's roster and HR systems. It streamlines handovers and heading status updates and helps set the scene for the shift ahead. Integrations with other customer products will ensure similar results are achieved for external customers.

PLOD

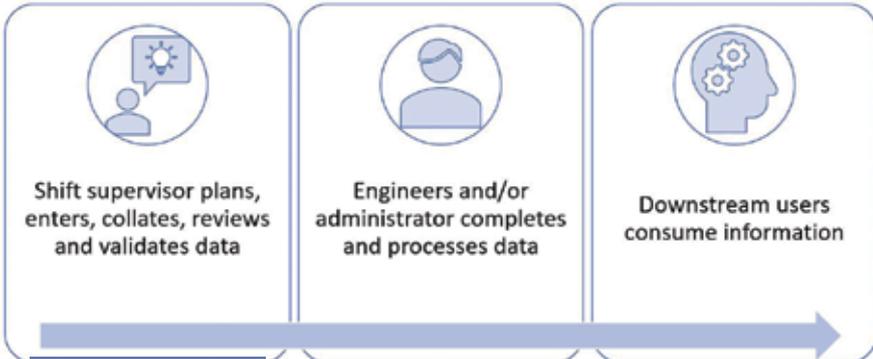
Many PYBAR team members will be familiar with iPLOD, now known as Simbio PLOD, which is already in use across many of our projects. The app captures all key underground mining information, from equipment pre-starts to mining physicals. It removes paperwork and enhances shift decision making. Safety forms are always available, facilitating instant hazard reporting including photo capture. PLOD can also be configured to capture client data requirements, such as geology sampling, face mark-up, geotechnical inspection, stockpile tracking and ore grade.



Simbio PLAN.



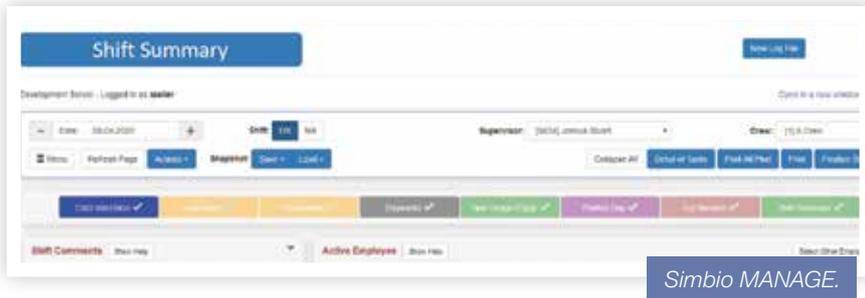
Simbio PLOD.



The Simbio process.

MANAGE

Simbio MANAGE, previously known within PYBAR as WebBAR, is a valuable data model used as a single data source to track all operational metrics, including development advances, tonnes bogged and production drill metres captured from PLOD. MANAGE provides the ability to work with production data, ensure it is valid and reconciled to survey and tracks known results. This information then easily syncs to other programs such as the client's ERP (enterprise resource planning) and reporting tools.



Simbio MANAGE.

The Simbio PLAN, PLOD and MANAGE solutions are fully integrated, ensuring that data is entered only once. Each component has been tested and proven extensively within PYBAR operations for some years and delivers demonstrated improvements in safety, efficiency and quality control.



FURTHER SERVICES

Other exciting Digital Terrain innovations at various stages of development include:

- **3D scanning**, which we spoke about briefly in the Winter newsletter, is already enhancing the way we do things by mapping challenging and inaccessible areas both on the surface and underground, with the Emesent Hovermap mobile LiDAR scanning unit. This technology is used in many applications, including decline, shaft, stope, stockpile and tailings storage facility inspections. Future expansions in this area are planned to add additional drone and photogrammetry services.
- **IoT Solutions, an environmental monitor** that has been in use at Dargues Gold Mine and provides live ventilation survey readings for temperature and gases underground. One of its uses is helping detect when it is safe to commence re-entries after firing, saving valuable time in the development cycle.
- **Simbio CLONE, a mine visualisation tool** used to monitor underground in real time and for quality assurance. CLONE is currently in development and scheduled for a 2021 release.

PYBAR's partnership with Digital Terrain is an important part of our commitment to continuous improvement through proven innovations. Our business and our clients will continue to see ongoing advancements in safety performance, cost reduction and increased productivity through the further development of these products and solutions.

For more information on Digital Terrain and their business improvement technology, including paperless data capture, analysis and digitisation, visualisation and mapping, visit their website at: <https://digitalterrain.io/>.

SIMBIO STATS

Simbio MANAGE has been in use for over 10 years within PYBAR, and PLOD for four years. Together they have tracked some impressive stats.

Recordings in excess of:

- 190,000 development metres
- 2.6 million production drill metres
- 50 million tonnes material bogged
- 250,000 PLODs uploaded in three years

Annually, Simbio saves PYBAR at least:

- 300,000 sheets of A4 paper
- 300,000 pre-start forms
- 300,000 TWI forms
- \$150,000 in printing costs
- 25,000 hours of administration time





AMT ASSET MANAGEMENT SOFTWARE

NEW SYSTEM TO SOLVE MAINTENANCE ISSUES

PYBAR has begun laying the foundations for the implementation of a new asset management system that is designed to improve maintenance practices.

The decision to change from MinePoint to a new system followed feedback from maintenance teams across all PYBAR sites, regarding issues and bottlenecks that were being experienced.

From this, PYBAR conducted an extensive evaluation and review with the objective of sourcing the best mobile and fixed maintenance management system available to the market.

The system that has been selected is AMT, developed by RPM Global which has more than 50 years' experience in mining.

AMT is a maintenance and asset management tool that integrates with enterprise resource planning (ERP) systems. It is the only in-shift maintenance solution available that dynamically links to lifecycle costing. This will equip PYBAR to make decisions on fleet maintenance and the lifecycle of equipment based on optimal safety, cost and utilisation efficiencies.

The new system will remove many existing system restrictions and future-proof our maintenance planning processes.

Implementation meetings are already underway with the planned launch of the new system in May 2021.

FEATURES AND BENEFITS OF THE AMT SYSTEM:

- Intuitive user interface
- Mobile apps allow online and offline work order management
- Advanced and centralised planning
- Maintenance foremen will have more time to spend with their workshop teams
- Centralised long-term planning to support maintenance foremen

THALANGA SETS ANOTHER SITE RECORD!

Our team at Thalanga continues to set the standard and has achieved yet another metre record at the site for the month of August.



Mick Neill, Project Manager at the Thalanga decline portal.

“The last three months have seen great steps ahead for development. Our August result shows the great teamwork of the crews and everyone involved at site,” said Mick Neill, Project Manager.

This is a fantastic achievement for the team at Thalanga and an outstanding display of PYBAR’s values, SAFETY, SERVICE, RESPECT and RESULTS.

Congratulations team!

SITE RECORD DEVELOPMENT METRES:

JUNE: 612 METRES

JULY: 597 METRES

AUGUST: 636 METRES

DIGGERS & DEALERS MINING FORUM 2020

MOOD BUOYANT DESPITE GLOBAL UNCERTAINTY

The annual Diggers & Dealers Mining Forum, held in Kalgoorlie every year, is typically an upbeat event, and this year was no different.

Although crowd numbers were down due to the Western Australia hard border closure, almost 2,000 delegates converged on Kalgoorlie from 12 to 14 October to see high profile speakers present on a wide range of topics, including exploration, mining and investment, as well as network with colleagues, suppliers, clients and prospects.

PYBAR was ably represented in the exhibition pavilion by WA Project Manager, Wayne Gough, who said that while record gold prices were the talk of the town, there was also a buzz around nickel at this year’s event.

“It was great to see Diggers go ahead this year after a postponement from August due to COVID,” said Wayne.

“There is a lot happening in the industry, and Diggers is often where valuable contacts are made. We were glad to be part of it this year and had numerous conversations with delegates interested in PYBAR and also the Digital Terrain Simbio PLOD (iPLOD) technology.”

Stew McLeod, General Manager of PYBAR Group company, HMR Drilling Services, was also on hand to meet and greet with Diggers & Dealers delegates.



Wayne Gough, PYBAR's WA Project Manager (L) and Stew McLeod, General Manager HMR Drilling Services (R), with a visitor to PYBAR's Diggers & Dealers exhibitor booth.

CORE AWARDS

**SAFETY
SERVICE
RESPECT
RESULTS**

RECOGNISING OUR JUNE, JULY & AUGUST WINNERS

Congratulations to all the monthly CORE Award winners from June, July and August. Please remember to LIKE the PYBAR Facebook page and login to PYBAR PERKS to congratulate the nominees and winners!

JUNE



DANIEL CUNNINGHAM – SAFETY + RESPECT

DRILLER, HENTY

Daniel is a team leader and sets the bar very high on safety. He recently displayed a great level of patience while a critical piece of equipment was out of action.

ANGELA NEILL – SAFETY, SERVICE, RESPECT + RESULTS

SAFETY & TRAINING SUPERINTENDENT, COWAL

Angela applied all the PYBAR values in completing an incident investigation. The level of detail in the report demonstrated PYBAR's professionalism to everyone involved. She does a great job supporting contractors on site and shares her skills and experience with the work group.



LUKE MANNERS – SERVICE, SAFETY + RESPECT

CHARGE UP OPERATOR, BLACK ROCK

Luke is always helpful and gives 110%. He always follows procedures and looks out for his teammates.

LUIZ PORCIUNCULA – SERVICE + RESULTS

GRADUATE MINING ENGINEER, HERA

Luiz is always willing to help out and will always make time to assist others.

SALLY DYE – SERVICE + RESULTS

SYSTEMS ADMINISTRATOR, CORPORATE

Sally always goes above and beyond in assisting other departments while deployed to site to help keep the process running smoothly.

SCOTT KING – SERVICE

STOREPERSON, PEAK

Scott goes the extra mile to help keep areas stocked up. He is always willing to jump in and lend a hand.



TIM COOKE – RESPECT, SAFETY + SERVICE

PROCESSING SUPERVISOR, DARGUES

Tim is passionate about his work. He takes the time to teach his team new skills and shares his knowledge. He is always looking out for them, making sure they are safe and happy.

PETER FLANAGAN – RESPECT + SERVICE

TRUCK OPERATOR, THALANGA

Thank you Peter for staying back when necessary and going above and beyond as a team player.



JOSH WATKIN – RESULTS + SERVICE

JUMBO OPERATOR, HAMLET NORTH

Josh has stepped up into the frontline jumbo position and displayed the utmost in quality of cuts and meshing and care in his work. There are no shortcuts or cause for rework. Great job Josh!

DAVID MCGARVA – RESULTS, SAFETY, SERVICE + RESPECT

SHOTCRETE SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION

Dave received great feedback from our client's site safety manager. He encourages everyone to work together as one team, delivering solutions to problems.

JULY



JACKSON HOPKINS – SAFETY, SERVICE, RESPECT + RESULTS

JUMBO OPERATOR, DARGUES

Jackson, among others, has taken the initiative to develop some practical, on the job guidelines for new starters to assist them in learning their role the right way and the safe way.

ANDREW BECK – SAFETY + SERVICE

RAISE BORE DRILL OFFSIDER, RAISE BORE & SHAFT LINING DIVISION

Andrew took it upon himself to rectify various hazards without being told or asked. He is always aware of his surroundings and makes sure things are right.

CAMERON LEGGE – SAFETY + SERVICE

JUMBO OPERATOR, PEAK

Cameron never walks past a decline problem. Whether it is an overflowing sump, a misplaced bolt, or road sprays not on or off as appropriate, if he sees a problem, he makes sure it is rectified.

**KACIE SCHMIDT – SERVICE**

SITE ADMINISTRATOR, BLACK ROCK

Kacie delivers 100% effort and attention to detail, often going above and beyond her normal role to ensure that both the Black Rock and Mount Isa Mines operations run smoothly and efficiently.

TREVOR DENNY – SERVICE

LOADER OPERATOR, HERA

Trevor is always willing to help out where needed. Nothing is ever a problem. He always completes his jobs on time, and they are carried out with passion.

KATELYN MITCHELL – SERVICE

SAFETY & TRAINING CO-ORDINATOR, THALANGA

Katelyn is always eager and energetic to embrace any task or workload given. She presents information in pre-starts clearly and with confidence. She is very respectful to her co-workers and is a real asset to the Thalanga team.

**MICHAEL LENNANE – RESPECT, SERVICE + RESULTS**

LOADER OPERATOR, COWAL

Michael assisted the geology team with mapping by moving a refuge chamber at short notice and then waited to assist further as required. Important data would have been lost without his help on that day. Michael also received a second nomination for delivering a great underground driving lesson.

RUSSELL SPARKES – RESPECT, SERVICE + RESULTS

SHIFT SUPERVISOR, HAMLET NORTH

Rusty's outstanding leadership, mentoring and superior standards of work and housekeeping saw him recognised with an amazing five CORE Award nominations in July. He is always there to help and offer guidance and is always one step ahead of the jumbo. Rusty doesn't shy away from the hard tasks and recently rolled up his sleeves to clean out the underground service crew store. His inspiring leadership is reflected in the positive attitude of his crew.

**LAURA SHARP – RESULTS + SERVICE**

SHET SYSTEMS SPECIALIST, CORPORATE

Laura has taken on multiple roles due to structural changes in her team and is excelling like the boss she is!

AUGUST

**LUKE WILLIAMS – SAFETY, SERVICE + RESULTS**

ALTERNATE PROJECT MANAGER, BLACK ROCK

Thanks, Luke, for putting in the work to keep safety and training records current.

ADAM MARKWART – SAFETY + SERVICE

SHIFT SUPERVISOR, PEAK

Adam is a great team leader and always puts safety first. He sets an example to others by performing his duties to the highest standard and helping in all areas on site to improve safety and production.

**SYBRAND SMIT – SERVICE**

SUPERINTENDENT, RAISE BORE & SHAFT LINING DIVISION

Sybrand is always going the extra mile. Nothing is ever too much for him! Well done on all your great work, Sybrand.

LANA DUNCAN-JAMES – SERVICE

JUNIOR ACCOUNTS PAYABLE OFFICER, CORPORATE

Thanks, Lana, for always being happy to take on a challenge and lend a hand when required.

**MICK SOUTH – RESPECT, SERVICE + RESULTS**

PROJECT MANAGER, DARGUES

During a significant rainfall event, Mick attended site (while on annual leave) to help the team manage water distribution. His assistance ensured the impact to processing plant operations was minimised.

RHYS JEFFERY – RESPECT + SERVICE

NIPPER/OFFSIDER, PEAK

Despite being one of the youngest employees on site, Rhys has a fantastic work ethic and can always be counted on to help his teammates out. He is a great co-worker and a great bloke all round.

AARON MCINNES – RESPECT + SERVICE

LOADER OPERATOR, THALANGA

Aaron has spent only a few days at home since March due to COVID travel restrictions. He helps out on every crew, on any task and has worked extra days when required, all while maintaining a positive attitude.

**SHANE DAVIS – RESULTS, SERVICE + RESPECT**

JUMBO OPERATOR, HAMLET NORTH

Shane has been amazing on the jumbo, his communication is very helpful and the quality of his sampling is 10 out of 10.

SHANE DAWES – RESULTS + SERVICE

TRUCK OPERATOR, HERA

Shane is always the first in the truck at the start of shift and will go back down at the end of shift and self-load the last round of ore.

VALUES IN ACTION

WHAT OUR VALUES MEAN TO CHRISTIAN STUCKEY

Project Manager at Peak Gold Mines, Christian Stuckey joined PYBAR in July. Here, he offers a recent recruit's perspective of the PYBAR values, **SAFETY, SERVICE, RESPECT** and **RESULTS**, and what they mean to him.

Christian Stuckey, Project Manager, Peak Gold Mines.



SAFETY SERVICE RESPECT RESULTS

SAFETY

Safety forms the foundation of everything we do. Without a safe working environment, it is nearly impossible to deliver on PYBAR's other values. As a project manager, one of my primary responsibilities is to provide a workplace where everyone can go home safely each day. My goal is to achieve this through **proactively creating a culture of safe work by focusing on hazard awareness and management**. Each and every incident has an impact on the people involved as well as our business and our clients. I am a firm believer in the philosophy of reporting all incidents, regardless of how minor they may seem at the time. This allows incidents to be investigated and measures put in place to prevent them or more serious incidents occurring in the future.

SERVICE

As a project manager, I believe that my job is a service provider to three major stakeholders:

- **The people who work on site**
Ensuring that everyone on site is given the training, tools and opportunity to do their jobs safely and go home the same way they came to work.
- **Our clients**
Without safely delivering our clients' needs - 'metal out of the mill' - we won't have a job.
- **PYBAR**
Ensuring that our site meets or exceeds our forecast and targets to allow PYBAR to continue to grow and provide ongoing opportunities for all.

RESPECT

We must create a **harmonious working environment**. Personally, I actively encourage a culture where people feel comfortable to speak up. We work in a challenging environment. What might seem trivial to some people is very important to others. You should always listen to people's concerns and points of view, and I do what I can to address any concerns or offer any assistance. The right people are the biggest asset of any company.

RESULTS

Results, for me is delivering on all the other values. For me to be good at my job, I must provide a safe place to work and give everyone the opportunity to do their job. Everyone at PYBAR plays an essential role, and **everyone plays a part in achieving positive results**.

PYBAR SAFETY TRANSFORMATION

BUILDING ON RESULTS TO REDUCE INJURIES

During August, PYBAR recorded a Total Recordable Injury (TRI) free month. This is a great achievement! The last time we recorded a TRI free month was in January 2017.

To put this into perspective, during the month approximately 900 PYBAR employees worked 155,000 hours without an injury requiring time off work, restricted duties, or medical treatment.

This positive outcome is the result of a lot of hard work by everyone at PYBAR and underpins a platform for change across the business.

In June, PYBAR embarked on a safety transformation journey which commenced with 'safety stops' being held at Peak, Dargues and Hera, with other sites to follow. This was coupled with a commitment by the PYBAR management team to set a goal to reduce our Total Recordable Injury Frequency Rate (TRIFR) to below 10 by June 2022. Frequency rates are calculated using an Australian Standard formula which enables various industries to compare safety performance.

To support our transformation program, we have developed a strategy which consists of eight pillars:

- | | | |
|-----------------------|---|---------------------|
| 1. Safety First | 4. People | 7. Accountability |
| 2. Safety Leadership | 5. Training | 8. Audit and Review |
| 3. Clear Expectations | 6. Hazard Identification and Risk Control | |

Each of the eight pillars encompasses actions which will be relevant to different people across the business, and these will be communicated over the coming weeks and months.

A critical part of the success in making our workplace safer is everyone taking the time to care about the people around them. This includes acting appropriately and, if required, communicating hazards and stopping a job to ensure everyone returns home at the end of their swing without an injury.

PYBAR CEO, Brendan Rouse, was on hand at the recent site safety stops to reinforce his strong commitment to a safety transformation at PYBAR.

"The safety of our people is paramount to everything we do. As I said during the recent safety stops, every employee and contractor within the business has my full support to immediately stop a job if it is not safe. Once the job has stopped, the area must be secured and the supervisor called," he said.

Thank you to everyone for the result we achieved in August. Look out for further information on our positive safety initiative as we work towards a TRIFR of below 10.

EIGHT PILLARS TO IMPROVING OUR SAFETY

1. SAFETY FIRST

Demonstrate that safety is our top priority by our actions, behaviours and decisions.

2. SAFETY LEADERSHIP

Show genuine care about people whilst linking this to a healthy and safe workplace.

- Be visible and approachable
- Set the standard
- Have courageous conversations when required

3. CLEAR EXPECTATIONS

All employees and contractors have a good understanding of WHS expectations associated with their work at PYBAR and the associated consequences for non-compliance.

4. PEOPLE

Our people are our number one priority.

We hire people who have the right attitude.

5. TRAINING

Workers are provided with the right level of training in a timely manner, which enables them to complete their work in a productive and safe manner.

6. HAZARD ID & RISK CONTROL

Workers at all levels of the organisation use sound hazard identification and risk control processes prior to commencing a job or project.

Sound risk management process is to be used prior to and during projects.

7. ACCOUNTABILITY

People are held accountable for their actions, behaviours, or results in line with communicated and agreed expectations.

8. AUDIT & REVIEW

Structure auditing process to identify improvements and non-compliance of the PYBAR safety systems.

Senior leaders review audit results and where necessary develop strategies with stakeholders to make continual improvements.

CONGRATULATIONS TO KRISTEN FOLIAKI AND TREVOR DENNY

Our Setting the Standard employee recognition program acknowledges those who demonstrate their commitment to the PYBAR values, **SAFETY, SERVICE, RESPECT** and **RESULTS** as they go about their everyday work.

Congratulations to Kristen Foliaki and Trevor Denny, our June and July winners who make a real difference by #SettingTheStandard.



June 2020 – Kristen Foliaki

Having recently completed her administration traineeship, Kristen has proven to be a valuable member of our raise bore team. Up for any challenge, Kristen's work ethic and positive attitude have seen her excel in her supporting role. She has been recognised by her team on several occasions for her drive and results focused responsiveness. Great work Kristen!



July 2020 – Trevor Denny

Trevor has been a part of the PYBAR team since 2012 and has worked at several of our projects across the country. Trevor is recognised for his positive attitude and willingness to always help out where needed. He is a very valuable member of our team and always completes his work to a high standard. Well done on your efforts Trevor. Keep up the great work and positive vibes!

UPDATE: TASMANIAN WOMEN IN RESOURCES AWARDS 2020

Erin Tatnell receives a Highly Commended award!

In the Winter edition of the newsletter, we brought you the story of Erin Tatnell's nomination in the Tasmanian Minerals, Manufacturing & Energy Council (TMEC) Women in Resources Awards 2020, in the Outstanding Tradeswoman, Technical or Operator category.

We are proud to announce that Erin received a Highly Commended award at an official awards ceremony held in Launceston on 30 July, which she attended along with Henty General Manager, Dion Alford.

Ray Mostogl, TMEC Chief Executive Officer, remarked on the important role the awards play in inspiring women to pursue careers in non-traditional sectors.

"Encouraging and recognising exceptional women in our sectors is vital if we are to meet the growing demand for professionals in resources, mining and manufacturing," Ray said.

Erin has been with PYBAR since 2017 and is an underground loader operator at Henty Gold Mine on the west coast of Tasmania. She was nominated for the award by her peers in recognition of her hard work, excellent attitude towards safety and dedication to the job.

What a fantastic achievement for Erin and the team at Henty. A great display of PYBAR's values of **SAFETY, SERVICE, RESPECT** and **RESULTS**.



Highly Commended, Erin Tatnell with Henty General Manager, Dion Alford at the TMEC Women in Resources Awards 2020.

A WINTER WONDERLAND

Henty Gold Mine, situated near Queenstown and the gateway to Tasmania's World Heritage Wilderness Area, is a beautiful place to work all year around.

Queenstown in Tasmania is a great place to live and work, but several times a year it becomes even more spectacular as it transforms into a winter wonderland and is covered with a blanket of snow.

Thanks to Andrew Meharg, Graduate Mining Engineer, for sending in these photos taken at Henty on a Winter's day in early August.



PYBAR AND PARKES – THE HISTORY CONTINUES

PARKES GOLF CLUB ANNUAL PYBAR HANDICAP SHOOTOUT

19 golfers battled to win the cup!

The annual PYBAR Handicap Shootout competition was staged at the Parkes Golf Club on 13 September, contested by a strong field of 19 keen golfers who qualified through five challenging rounds of competition.

PYBAR's Executive Chairman, Paul Rouse, was on hand to enjoy the sport and present the winners' trophies, continuing the 15 year relationship between PYBAR and the Parkes Golf Club.

Parkes was the birthplace of PYBAR 27 years ago in 1993 and will always hold a special place in the hearts of the PYBAR family.



Paul Rouse, PYBAR Group Executive Chairman (5th from left) with Parkes golfers.

WELCOME MARCUS TIEPPO

NEW MECHANICAL ENGINEERING CAPABILITY FOR OUR RAISE BORE AND SHAFT LINING DIVISION

The appointment of Marcus Tieppo in July to the new role of Mechanical Engineer, based at PYBAR's Corporate Office, comes at a time of expanding capabilities and service offerings for the Raise Bore and Shaft Lining Division.

Marcus, originally from a farm in Mutchilba in Far North Queensland, studied mechanical engineering at QUT in Brisbane before taking a graduate role with PJL in Orange in 2018. While with PJL, Marcus gained valuable experience in estimating, structural design and mechanical engineering of design improvements for hydraulic components. Some of the key projects he was involved in included concept design of a tele-remote vehicle for use in recovery operations and a six month secondment to Cadia Valley Operations with their Mining Innovation and Automation team.

Marcus' new role with PYBAR offers him the scope to help shape the direction of the Raise Bore and Shaft Lining Division at an exciting time. PYBAR's vertical capabilities now include slot drilling, raise drilling, supply and installation of escapeways and rising mains, shaft lining services and shaft scanning with LiDAR (light detection and ranging).

"I was really attracted to PYBAR because of the opportunities for career development and learning. If you're not learning, you're not progressing – and that is important to me," said Marcus.

"I'm keen to explore and develop ideas and would also like to get into project management in the future. Since joining PYBAR, I have already learned so much about raise boring and the mining industry in general," he added.

Phillip Viljoen, PYBAR's Raise Bore Manager, said: "Marcus adds great value to our Raise Bore and Shaft Lining Division. His skills and knowledge will see him play a key role in our future development."

Marcus credits his Italian heritage for his aptitude for ingenuity and hard work, and says his father, who has worked in mining for many years encouraged him to join the industry. While Marcus is now a long way from home, he is embracing his new life in Orange where he is making friends, establishing connections and is continuing his lifelong love of soccer after joining a local club. We think Marcus will make a handy addition to the PYBAR mixed touch football team when the next season kicks off.

Welcome Marcus!

PYBAR
MINING SERVICES
RAISE BORE DIVISION



Marcus Tieppo, Mechanical Engineer in PYBAR's Raise Bore and Shaft Lining Division.

Marcus has hit the ground running, and has already begun to:

- develop and improve management systems, tools and templates to support our raise bore operations, including quality planning for projects;
- oversee and support testing, inspection, and validation of critical equipment, technical systems, spare parts and drilling consumables;
- conduct process, inventory and compliance inspections and internal audits to identify opportunities for improvement and/or corrective actions;
- lead complex raise bore innovations and R&D;
- implement actions to prevent quality and equipment issues;
- oversee raise bore fit-for-purpose auditing and acceptance prior to project mobilisation; and
- assist with external management system audits.

JAMES O'ROURKE – SAFETY & TRAINING CO-ORDINATOR MOVES INTO THE RAISE BORE & SHAFT LINING DIVISION

A NEW DIRECTION FOR JAMES

James continues to upskill, moving from Mungana and King Vol to the Raise Bore and Shaft Lining Division.

Following three years as PYBAR's SHET Co-ordinator for the Mungana and King Vol projects, James O'Rourke has taken up an opportunity to transfer to the Raise Bore and Shaft Lining Division, where he is keen to make a difference.

James' knowledge and experience in underground mining comes from many years working as an operator of all types of equipment, which he says gives him a deep understanding of the training needs and the potential challenges. He rose to supervisory roles early in his career and learned the technical and theoretical as well as the practical aspects of underground mining.

"I enjoy passing on my knowledge to site supervisors as well as their crews. We all need to know more than the practical aspects of how to operate equipment," said James.

James grew up in the mining community of Rosebery on the West Coast of Tasmania and, apart from a couple of years in the oil and gas industry, has been involved in underground mining all his working life. His future was shaped as a child, when his uncle tragically lost his life in an underground mining accident in Western Australia, and from that point onward he has always looked for ways to help.

Out of this tragedy, grew James' passion for mines rescue, which he has participated in for the last 15 years. He is also an active member and trainer with the Chillagoe SES.



James O'Rourke, active member of the Chillagoe SES and PYBAR's Safety and Training Co-ordinator – Raise Bore and Shaft Lining Division.

"If I can train people how to stay safe and go home, then I've done my job," said James.

"Our number one priority is looking after our people, and this includes checking in on their emotional well-being. Some of our guys haven't been home in two months due to COVID-19 state border restrictions, which is really tough on them and their loved ones," he added.

PYBAR's Raise Bore and Shaft Lining Manager, Phillip Viljoen, welcomed James to the team.

"James is passionate about his job. He has a hands-on approach and loves to share his vast knowledge and experience," said Phillip.

"He also understands the fast-paced nature of raise boring, with frequent rig moves, and is the perfect fit for the role."

James is a man of many facets. Apart from his interests in mines rescue and SES volunteering, he is also a keen coin collector and dealer, and a gem prospector and collector. James also enjoys faster-paced pastimes and is an avid Ford enthusiast.

James' greatest love, however, is for his children; son Dylan (21) who has recently completed a degree in computer science, and daughters Terina (15) and Pania (12). No doubt, they are very proud of their Dad and the important work he does to keep PYBAR team members safe at work.



James' children, Terina, Dylan and Pania (L – R).

LONG SERVICE CELEBRATIONS

5 AND 10 YEAR MILESTONES

Well done and thank you to our team members celebrating their 5 and 10 year anniversaries with PYBAR.

START DATE	EMPLOYEE	POSITION	LOCATION
03.08.2015	Troy Grey	ICT Manager	Corporate Office
17.08.2015	David Percival	Storeperson	Cadia Valley Operations



START DATE	EMPLOYEE	POSITION	LOCATION
12.08.2010	Cara Jordan	Senior HR Advisor	Corporate Office
23.08.2010	Ian Jones	Shift Fitter	Hera
06.09.2010	Tony Mallard	Maintenance Foreman	Hera



TONY MALLARD - 10 YEARS AT PYBAR!

Congratulations to Tony Mallard who has reached his 10 years' service with PYBAR!

Tony has worked on numerous PYBAR projects since his commencement in 2010, including CSA, Ballarat, Mount Isa, Peak, Challenger, Red October and Matilda. Tony is currently our Maintenance Foreman at Hera and his contribution and commitment to PYBAR over the years has been outstanding. We thank him for his dedication and hard work.



IAN JONES - 10 YEARS AT PYBAR!

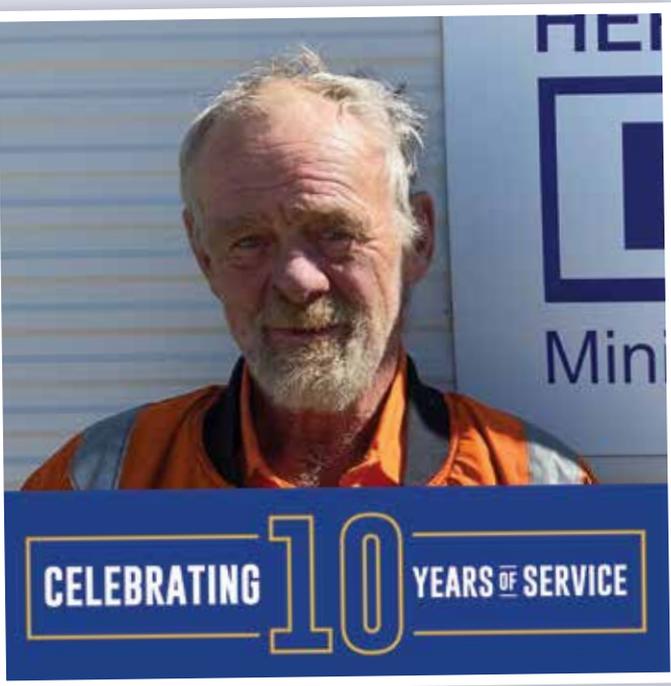
Congratulations to Ian Jones, affectionately known as Jonesy or Pop by his workmates, who has achieved 10 years' service with PYBAR!

Ian is a Shift Fitter at Hera. Over the years he has taken many a fitter under his wing and taught them the tricks of the trade, improving their skills and knowledge.

Time doesn't faze Ian. He will work until the job is done, never dropping quality.

Ian demonstrates great leadership and awareness of priorities set by the client and mining best practices. He is admired by everyone he works with and brings a smile to any room.

Thanks for your fantastic service, Ian!



TALK TO THE EDITOR

DO YOU HAVE A QUESTION TO ASK OR AN INTERESTING STORY TO SHARE?

Talk to the Editor at editor@pybar.com.au and we'll do our best to help you in the next edition.

Response to Your Emails

Subject: Online Survey

I recently received an email asking me to participate in an online PYBAR Ideology survey, which I did. Can you please tell me more about it?

J.T. NSW

Hi J.T.

Thanks for taking the time to complete the survey. We have engaged business improvement experts, Ideology, to give us an impartial perspective of the PYBAR identity and how our clients and employees perceive us. Individual survey results will remain anonymous, however, collectively they will help us shape the future direction of PYBAR and assist us in becoming the best underground mining contractor and employer of choice.

Editor



WATCH OUT! MAGPIES ABOUT

With the welcome arrival of Spring comes the increased threat of swooping magpie attacks.

During the Spring nesting season, some male magpies will instinctively protect the nests of their young by swooping any perceived threats. While this is usually intended to create noise and motion to frighten off attackers, the birds can occasionally strike with their beak and claws and inflict injuries.

To reduce your chances of being swooped, please take the following precautions:

- Do not provoke or harass the birds as this may make them more aggressive
- Immediately walk away from a threatening bird's territory. Running or riding past can irritate them
- Wear a large, wide-brim hat and sunglasses or carry an open umbrella
- Avoid going back to the area. Magpies remember and target people
- Protect your pets, as they can also be a target

Remember, magpies are protected, and it is against the law to harm them or their eggs. If you believe a magpie is a serious threat, get in touch with your nearest council or National Parks and Wildlife Service office.



CORPORATE OFFICE

1668 - 1670 Forest Road
PO Box 2154
Orange NSW 2800

PERTH

50 Boulder Road
Malaga WA 6090

P 02 6361 6400

SYDNEY

Suite 1, Level 10
56 Pitt Street
Sydney NSW 2000

KALGOORLIE

23 Broadwood Street
Kalgoorlie WA 6430

E pybar@pybar.com.au

