

NEWSLETTER

PYBAR
MINING SERVICES

ISSUE 25 / WINTER 2021



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SETTING THE STANDARD

WHAT'S NEW



OUTSTANDING PERFORMANCE

414 development metres achieved at Eloise Copper Mine in June!

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ONE YEAR TRI-FREE

Hera and Black Rock achieve 12 month milestone.

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MEETING THE MINING ENGINEERS OF THE FUTURE

AusIMM Student Meets Industry night.

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On the cover: The Sandvik DL432i longhole drill setting records at the Black Rock project, Mount Isa.

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A MESSAGE FROM OUR CEO

Welcome to our Winter Newsletter. We hope you enjoy reading about our projects and people who continue to live the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS during a time of global uncertainty.

I am constantly amazed and impressed by the way the PYBAR team pulls together and adapts to the ever-changing landscape thrown up by COVID; getting on with getting the job done for our clients safely whilst navigating the ever-changing rules and restrictions in place. I thank everyone who has assisted us in any way to navigate this period.

Progress Along Our Pathway to Zero

We have seen some very pleasing results since the introduction of our Pathway to Zero safety transformation program in June 2020. Individual projects continue to work hard, focusing on safe systems of work and on keeping each other safe.

Both the Hera and Black Rock projects have recently achieved one year TRI-free, meaning that no injuries were experienced on those projects during that period.

These efforts also mean that we are well along our Pathway to Zero Total Recordable Injuries, with the Injury Frequency Rate having reduced dramatically from 36.56 to 14.37 since June 2020. Please continue to keep safety at front of mind, and keep yourself, your family and your workmates safe.

Automated Production Drilling at Black Rock

In our feature story in this issue, we talk about the exciting results being achieved in automated production drilling trials at our Black Rock project utilising the Sandvik DL432i production drill and its iSOLO drilling control technology.

Trials of further automation in the production drilling process are planned, and we look forward to seeing what other improvements can be achieved in drilling accuracy and productivity and in overall project performance from this and other automated technology advancements.

The Year Ahead

FY22 is shaping up as a strong year for PYBAR, with some exciting opportunities to extend existing contracts and also to grow our business through new contracts with new clients.

FY21 has been a difficult year from a number of perspectives, and we look forward to the new opportunities and growth prospects on offer in FY22!

I hope you enjoy this edition of the PYBAR newsletter and hearing about the fantastic projects and people we have throughout the business.

Regards,

Nick Woolrych - CEO

SAFETY SERVICE RESPECT RESULTS

AUTOMATED PRODUCTION DRILLING

SANDVIK DL432i SETS RECORDS AT BLACK ROCK

The introduction of PYBAR's new Sandvik DL432i longhole drill in October 2020 has led to month on month improvements in drilling productivity at the Black Rock project.

Prior to the arrival of the DL432i at Black Rock, ground conditions meant that drilling required intensive input from the operator, reducing productivity and accuracy. A solution was found in the Sandvik DL432i with its new iSOLO drilling control system.

Brought to the project to replace the older-style Solo 7-7V, the DL432i has proven to be pivotal to the success being achieved at Black Rock.

The Technology

Versatile and compact, the Sandvik DL432i is a fully mechanised electro-hydraulic top hammer longhole drill, designed for large-scale mining. The iSOLO drilling control system allows the client to provide electronic drill plans on a USB which is plugged straight into the drill. The operator then lines the drill up on the survey markings and selects the required drill design, with the remainder of the drilling taken care of by the iSOLO software.

Since arriving on site, a specialised pump has been installed on the DL432i, allowing AMC (a subsidiary of IMDEX) to add Bore Hole Stabiliser™ to the water circuit while drilling to improve hole integrity in the soft ground conditions. This technology combined with Sandvik's iSOLO drilling control software has been key to PYBAR's production success at Black Rock to date.

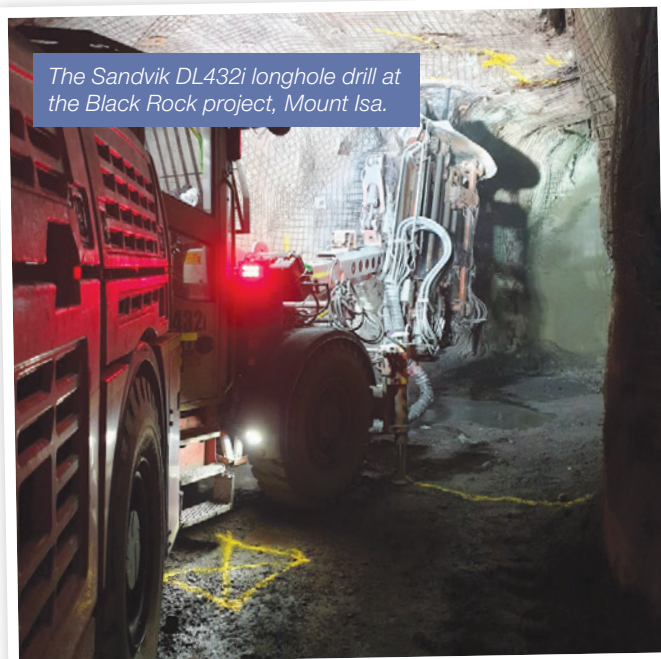
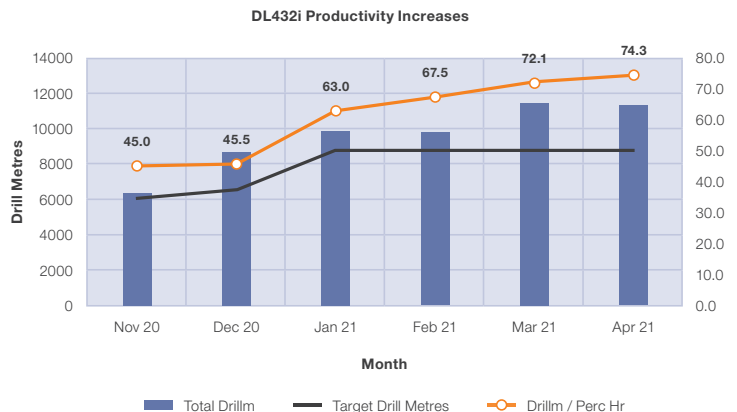
Performance Records Broken

The ground conditions at Black Rock have put Sandvik's iSOLO drilling control system to the test, and the technology has proven itself with flying colours. After several months of onsite refinement of the automated drilling system, the drill can now operate with minimal operator input. This has led to month on month increases in production drilling rates with a record month in March, closely matched in April. This in turn has meant a significant increase in available production fronts resulting in increased tonnes and improved overall project performance.

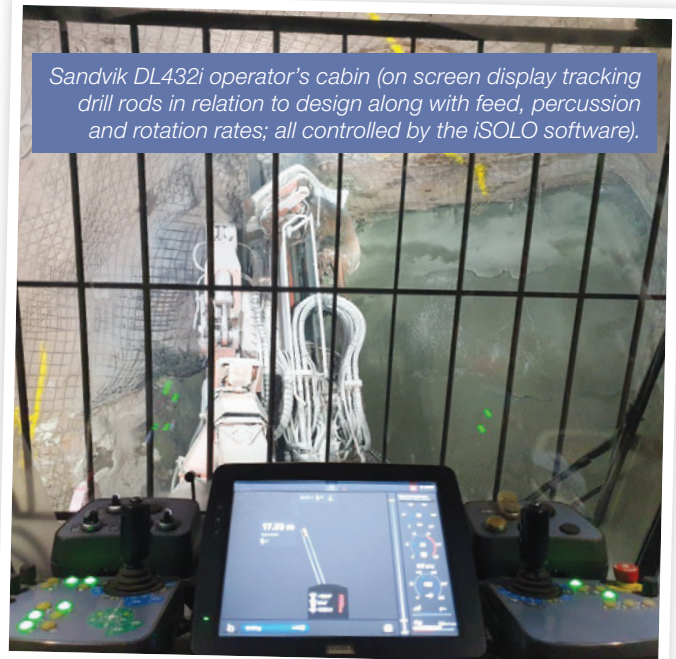
Further Trials Planned

Trials of automated drilling for complete firing patterns will begin shortly at Black Rock to enable drilling to take place during firing and shift change as well as free up the operator to assist with other tasks around the mine.

The transition to further automation has the potential to significantly maximise both productive drilling time and overall performance for the project.



The Sandvik DL432i longhole drill at the Black Rock project, Mount Isa.



Sandvik DL432i operator's cabin (on screen display tracking drill rods in relation to design along with feed, percussion and rotation rates; all controlled by the iSOLO software).

TENDER UPDATE

PROJECTS WON FROM: FEBRUARY TO JULY 2021

QLD

- **FMR Investments, Eloise Copper Mine:** originally a nine month development contract supplying two jumbo crews, and recently granted a six month extension through to end of February 2022
- **Glencore, George Fisher Mine:** labour hire and equipment hire

SA

- Raise bore up hole slots



WA

- **St Barbara, Gwalia:** three plus months labour and equipment hire to supplement development
- Raise bore two slot holes

NSW

- Raise bore 1,390m up hole slots
- **Newcrest, Cadia East Development:** 1,200m decline development to intersect with the current ventilation adit

Thank you to those who worked hard to prepare tenders and secure these contracts.

PYBAR'S PROJECTS

WHERE WE ARE AND WHAT WE DO

PYBAR Mining Services has over 1,000 employees across established infrastructure and operations Australia-wide. Here's an update on our current projects and the work we're doing with our valued clients.



RAISE BORE AND SHAFT LINING

Additionally, PYBAR's Raise Bore and Shaft Lining Division has increased its fleet to 11 rigs, capable of reaming up to 7.0 metres in diameter, which are working on various projects nationwide.



	Easer No. 1	Easer No. 2	RB40-SDR	RB50-MDUR	SMB450	61R-1	SBM800	SBM900	RBR400-VF	RBR600-VF	RSL1000
Drill Pipe (inches)	8	8	8	10	10	11 1/4	12 7/8	12 7/8	12 7/8	12 7/8	N/A
Max Diameter (metres)	1.42	1.42	1.42	2.4	2.4	3.0	5.0	5.0	6.0	7.0	N/A
Max Depth (metres)	100	100	100	150	150	200	550	550	850	1000	550

WHAT WE DO

PYBAR Mining Services is the third largest underground hard rock mining contractor in Australia with over 1,000 employees across established infrastructure and operations in New South Wales, Queensland, Western Australia, South Australia and Tasmania. Founded in 1993, we are proud of our success, based on delivering a comprehensive range of underground mining services and focusing on safety, productivity and the needs of our clients. Our services include:

- Mine development
- Production mining
- Cablebolting and production drilling
- Vertical development - slot drilling, raise boring, supply and installation of escape ways and rising mains
- Shotcreting, shaft lining and shaft scanning
- Plant and equipment hire



With complementary services offered through associated businesses:

- HMR Drilling Services – exploration drilling
- JTMEC – mining and construction electrical

ELOISE COPPER MINE PROJECT

OUTSTANDING DEVELOPMENT PERFORMANCE

In June, PYBAR's Eloise Copper Mine project achieved 414 development metres for the month, exceeding its previous best month of 363m and budget metres of 370; an outstanding achievement by the whole team on site.

Key to success is firstly a belief that a goal is achievable, and second is putting that belief into safe systems and practices to achieve that goal. The team at Eloise has certainly demonstrated their belief in and commitment to achieving outstanding results, steadily increasing the site's performance over the last six months.

The work areas are widely spread at Eloise Copper Mine, and the record development was achieved by using two Sandvik DD421 jumbo drills which have maintained availabilities of over 87%. One of the jumbo crews focused on the upper and middle sections of the mine, and the other focused on the Eloise Deeps which are some 1,500m below the surface or an 11km drive.

Given the hot and humid conditions that are often encountered in the mine, the 414m month performance in June is a standout for the site team at Eloise and across the PYBAR Group as a whole.

Well done Team Eloise, and we look forward to seeing what can be achieved in the future.



Eloise Copper Mine.

CORE AWARDS

**SAFETY
SERVICE
RESPECT
RESULTS**

**RECOGNISING OUR JANUARY, FEBRUARY, MARCH AND APRIL
WINNERS OF 2021**

JANUARY



MURRAY TOMLINSON – SAFETY + SERVICE

CHARGE-UP OPERATOR, PEAK

Murray received a well-deserved nomination for actively assisting others to carry out tasks safely and efficiently.

AARON STAHL – SAFETY + RESPECT

CHARGE UP OPERATOR, ELOISE

Safety is the number one priority for Aaron who actively reports and addresses hazards within the work environment. His willingness to learn and assist others has earned him a high level of respect within his crew.



CALUMN MACLEAN – SERVICE, SAFETY + RESPECT

RAISE BORE SERVICE TECHNICIAN, RAISE BORE & SHAFT LINING DIVISION

Calumn's knowledge of all facets of raise bore electrical services is outstanding and he never compromises on safety. He interacts with drilling crews, maintenance teams and clients in a very professional manner and is always willing to help others.

BEDE McNEILL – SERVICE

SERVICE CREW, DARGUES

Bede is a great asset to the site. He continually strives to improve himself and is willing to get in and help the rest of the team without hesitation.



CHRISTOPHER CLEMENT – RESPECT, SERVICE + RESULTS

LEADING HAND FITTER, HERA

Chris stays back when needed to make sure the job gets done. He also helped with training on the longhole drill.



DAMON SCHAFER – RESULTS + SERVICE

LOADER OPERATOR, THALANGA

The Geology team on site recognised Damon for maximising ore recovery in the stopes. Much appreciated, Damon!

FEBRUARY



DARRYL BECK – SAFETY, SERVICE + RESPECT

RAISE BORE DRILLER, RAISE BORE & SHAFT LINING DIVISION

Darryl identified a potential hazard with the rod rack and developed a safety measure to ensure the risk was minimised. He is always available to pass on his skills when required.

TRAVERS WHEATLEY – SAFETY + SERVICE

LOADER OPERATOR, THALANGA

With safety at the forefront of his mind, Travers' performance and work ethic is outstanding. He has a positive, can-do attitude and goes above what is required.

KELLIE McGOVERN – SERVICE

ACCOUNTS PAYABLE SUPERVISOR, CORPORATE

Thanks, Kellie, for stepping in and assisting the HR team with entry of a backlog of invoices. This much-needed help over the past few months was greatly appreciated.



GREG WAPSHAW – SERVICE + RESPECT

S&T CO-ORDINATOR, HAMLET NORTH

Greg is always willing to help when there is a shortage of operators. Nothing is an issue for him. Much appreciated, Greg!

DALE McTAGGART – RESPECT + SERVICE

LOADER OPERATOR, ELOISE

Dale was recognised for consistently clean loading bays and drives and well loaded trucks.

CONGRATULATIONS TO THE MONTHLY CORE AWARD WINNERS FROM JANUARY, FEBRUARY, MARCH AND APRIL. REMEMBER TO LIKE THE PYBAR FACEBOOK PAGE AND LOGIN TO PYBAR PERKS TO CONGRATULATE YOUR TEAMMATES!



DAMIAN AVENIA – RESPECT + SERVICE

S&T ADVISOR, BLACK ROCK

Damian went above and beyond to help his team out, assessing training material while out on break.

JACOB MANNS – RESPECT + SERVICE

TRUCK OPERATOR, HERA

Thanks, Jacob, for always maintaining a clean truck, including vacuuming and removing rubbish.



JASON LAMBERT – RESULTS + SERVICE

SHIFT FITTER, DARGUES

Jason took the initiative to build a sandpaper reamer to help the service crew clean the inside bore of their grout pump so they could keep the job going. Thanks, Jason!

MARCH



ANGELA NEILL – SAFETY, SERVICE, RESPECT + RESULTS

S&T SUPERINTENDENT, ELOISE

Angela has a happy nature and is always very helpful to client and PYBAR personnel. She is driven to achieve results all day every day, and follows up on all safety issues, providing positive feedback. Her presence on site inspires reporting of hazards, making it a safer workplace.

LACHLAN WHITE – SAFETY + SERVICE

LOADER OPERATOR, HERA

Lachlan responded to a fire on the jumbo with textbook precision, following all procedures.



DANIEL PRATT – SERVICE

LIGHT VEHICLE FITTER, BLACK ROCK

You can always count on Daniel to get the job done. He does exceptional work in maintaining the light vehicle fleet.

GARRY CORBY – SERVICE

STORE TRUCK OPERATOR, CORPORATE

Garry arranged for a second-hand fridge to reduce wastage of food leftovers. He is always seen with a smile on his face and is a real asset to the team.

BENJAMIN PRIOR – SERVICE, RESPECT + RESULTS

LIGHT VEHICLE FITTER, THALANGA

Ben is always willing to give 100% at all times. He is happy to assist outside his role to get the job done and helps the client as well. The site is benefitting from Ben's attention to detail, which is second to none.



DEON JOYCE – RESPECT, SERVICE + RESULTS

LIGHT VEHICLE FITTER, DARGUES

Deon is always willing to go above and beyond his light vehicle fitter role. He helps the heavy vehicle team out when they need a hand and stays back to make sure jobs are finished.

KASEY NORRIS – RESPECT + SERVICE

RAISE BORE SUPERVISOR, RAISE BORE & SHAFT LINING DIVISION

Dedicated, hardworking and reliable, Kasey goes the extra mile and is always willing to work a longer swing if needed.



GLENN SNELL – RESULTS + SERVICE

LOADER OPERATOR, HENTY

Thanks to Glenn for filling all stockpiles with ore to keep the trucks running when he was bogging the 1840 stope.

KELVIN SCOTT – RESULTS + SERVICE

GRADER OPERATOR, PEAK

Kelvin does an awesome job keeping water off the decline and the roads in good condition, smoothing the way for all traffic.

APRIL

**MATTHEW McGUIRE – SAFETY + RESPECT**

JUMBO OPERATOR, HAMLET NORTH

Thanks to Matthew for always leaving his work area safe for his oncoming mates, especially in bad ground.

**MADLIN OLLINGTON – SERVICE**

TRAINEE ADMINISTRATOR, CORPORATE

Maddy has only been with PYBAR for a few weeks and has already provided a fantastic level of service to AIM and several other areas of the business.

ZAC HUDSON – SERVICE + RESPECT

SAFETY GRADUATE, PEAK

Zac has a great attitude. He is always offering to help, is willing to listen and keen to learn.

**BRENT BOYD – RESPECT + SERVICE**

TRUCK OPERATOR, HERA

Brent leads by example and shares his knowledge with new starters.

BEAU CORCORAN – RESPECT + SAFETY

JUMBO OPERATOR, ELOISE

A great team member, Beau was nominated for always having great respect for any task he completes, all to a high safety standard.

BENJAMIN ALLEN – RESPECT + SERVICE

NIPPER / OFFSIDER, DARGUES

Ben deserves recognition for his excellent teamwork and for being an all-round great person to work with.

**DAMION McLAREN – RESULTS + SAFETY**

JUMBO OPERATOR, THALANGA

Damion devised an improvement to the ground support standard to reduce the fall out of face rock.

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

VALUES IN ACTION

WHAT OUR VALUES MEAN TO TROY MARTYN

Troy Martyn, Shotcreter at our Hera operations, has been a loyal member of the PYBAR family for more than 15 years. Having worked at various sites in a range of roles over the years, Troy is an ideal person to ask about the PYBAR values and what they mean to him. Here's what he says.



Troy Martyn, Shotcreter, Hera.

ABOUT TROY

After 15 years' service, I still find PYBAR a friendly, family-orientated company. I have enjoyed my time with PYBAR, and hope there are many more years to come.

Many thanks to all the old and new friends that I have met over my period of employment, and thanks to Paul Rouse and Brendan Rouse for 15 great years so far.

SAFETY

SAFETY is the key value. To me, it's about keeping yourself safe along with the people around you, 24 hours a day. It's the main reason I've achieved over 15 years' service and helps me to maintain high standards of work.

SERVICE

SERVICE to your employer and client, as well as to your community, is what gains RESPECT for what you do best.

RESPECT

For me, RESPECT means, regardless of culture or background, the same rules apply. The RESPECT you have for others is what others have for you.

RESULTS

RESULTS give you pride in yourself and speaks a lot about your workmanship. To achieve a personal daily plan or target gives me a strong sense of achievement.

**SAFETY
SERVICE
RESPECT
RESULTS**

SAFETY MILESTONES ALONG PYBAR'S PATHWAY TO ZERO

HERA AND BLACK ROCK PROJECTS ACHIEVE ONE YEAR TRI-FREE

In the 12 months since the introduction of PYBAR's safety transformation program in June 2020, we have seen some pleasing safety outcomes, including significant milestones at our Hera and Black Rock projects.

In March this year, PYBAR's Hera project achieved 12 months without a Total Recordable Injury (TRI), followed by the Black Rock project also achieving the same milestone in July. This means that none of our work mates at those projects were injured and shows that we can all conduct our work injury-free.

One of the measures of success of PYBAR's Pathway to Zero safety transformation program is to reduce our Total Recordable Injury Frequency Rate (TRIFR) to below 10 by June 2022. Once achieved, we have our sights set on reducing our TRIFR to zero.

We are pleased to report that over the 12 months since the introduction of PYBAR's safety transformation program in June 2020, PYBAR's TRIFR has reduced to from 36.56 to 14.37, which is an amazing 61% reduction in recordable injuries.

PYBAR's Safety, Health, Environment and Training Manager, Rob Patterson, thanked everyone for their commitment and hard work in making our workplaces safer, which has made these outstanding results possible.

"Thanks to a renewed focus on safety by everyone at PYBAR, we are on track to achieve a TRIFR of below 10 in October 2021; sooner than our June 2022 target. This aligns well with our journey to a TRIFR of zero and will mean that everyone gets to go home from work uninjured every day, which is our ultimate goal," said Rob.

SPEAK UP!

INTEGRITY IS EVERYONE'S RESPONSIBILITY

The rollout of new posters across all sites and offices aims to increase awareness of PYBAR's Whistleblower Policy which supports our commitment to maintaining high ethical standards and conducting business with honesty and integrity.

A transparent whistleblower policy is important for good corporate governance and to help deter or uncover misconduct and ensure it is dealt with appropriately and in a timely manner.

PYBAR strives to provide an open and honest culture, guided by the PYBAR values of SAFETY, SERVICE, RESPECT and RESULTS, where employees feel supported to report misconduct to their manager or any member of the senior management team.

A confidential Whistleblowing Hotline is also available through independent third-party provider, Workdynamic Australia, which can be reached on:

Email: complaints@workdynamic.com.au

Phone: 02 8521 6486

Anyone disclosing wrongdoing to the hotline can do so securely and with confidence that they will be protected and supported.

The full PYBAR Whistleblower Policy (PMS-COM-POL-0014) is available to employees on the PYBAR Intranet.

VALUES IN ACTION: RESPECT

SPEAK UP!

INTEGRITY IS EVERYONE'S RESPONSIBILITY

PYBAR Mining Services is committed to maintaining high ethical standards and conducting business with honesty and integrity. It is everyone's responsibility to speak up if you observe illegal or unethical conduct.

CONFIDENTIAL HOTLINE

Independent third-party provider, Workdynamic Australia, provides protection and support to employees reporting wrongdoing or unlawful conduct.

Contact the confidential Whistleblowing Hotline on:

✉ complaints@workdynamic.com.au

☎ 02 8521 6486

For further information, please refer to PYBAR's Whistleblower Policy, PMS-COM-POL-0014, available on the PYBAR Intranet.

PYBAR
MINING SERVICES

**SAFETY
SERVICE
RESPECT
RESULTS**

New awareness posters.

PATHWAY FROM APPRENTICESHIP TO A TRADES CAREER

A BRIGHT FUTURE FOR JAYDEN

The future looks bright for Jayden Storr, who has completed his Engineering - Mechanical Trade Diesel Fitting training with flying colours.

Jayden joined PYBAR's Thalanga operations as a second-year apprentice in January 2018 and has worked hard during that time to become a fully qualified heavy diesel mechanic.

Since joining the team, Jayden has not only worked with and learned from experienced site heavy vehicle mechanics and supervisors, but also spent time off site working on midlife rebuilds of PYBAR's equipment, gaining valuable OEM (original equipment manufacturer) experience alongside skilled Hastings Deering and Sandvik tradespeople.

Jayden thanked the team at Thalanga for successfully guiding him through his apprenticeship.

"I've really enjoyed working alongside a great group of people," he said.

"Allowing me to participate in machine rebuilds has given me an extra dimension to my skills and knowledge that many apprentices nowadays don't get to experience."

Jayden was commended by the Thalanga team on site for his hard work ethic and drive to continually improve while upholding PYBAR's core values of SAFETY, SERVICE, RESPECT and RESULTS. He made it easy for the leadership team to decide to keep him on as a fully qualified tradesperson at the completion of his trade training.

Jayden is looking forward to the future, working with PYBAR and continuing to develop his skills further, including playing a significant role in mentoring and training PYBAR's trades apprentices of the future.

Congratulations, Jayden, on the completion of your apprenticeship!



Jayden Storr – now a fully qualified heavy diesel mechanic.

AUSIMM UNDERGROUND OPERATORS CONFERENCE 2021

PYBAR INDUSTRY FIRST INNOVATION FEATURED

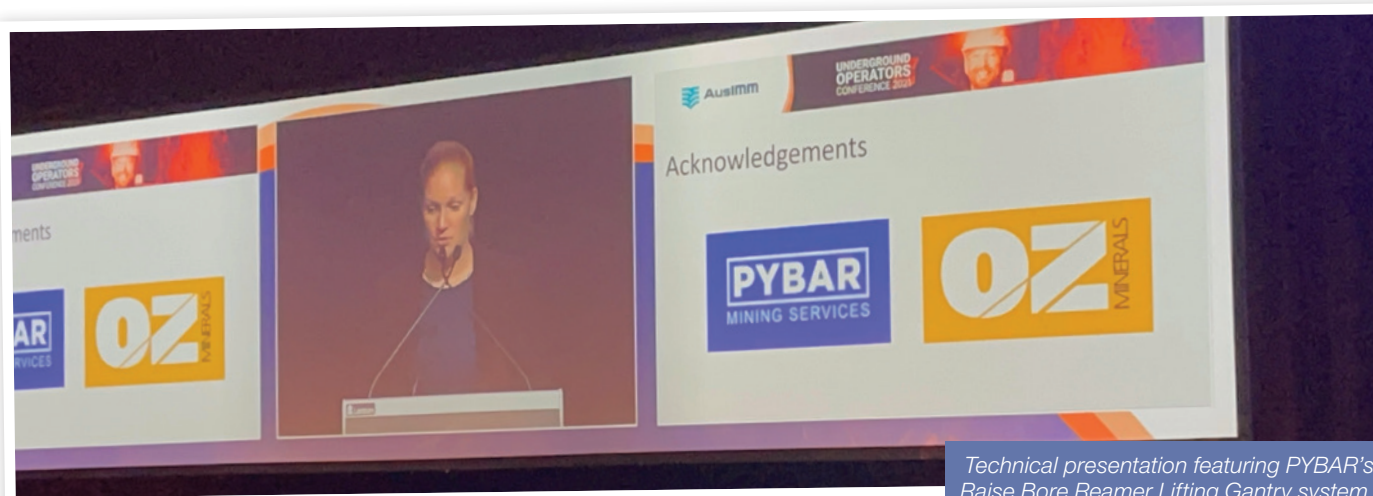
The Australasian Institute of Mining and Metallurgy (AusIMM), an organisation committed to shaping the careers of mining industry professionals, stages the much anticipated Underground Operators Conference every three years, providing an ideal platform for leading industry experts to share underground operational experiences and industry best practice.

With the theme, “creating opportunities in the new frontier”, this year’s Conference, postponed from 2020, was held in Perth in March and brought together a diverse group of delegates including mining engineers, mine operators, technical services managers and consultants. The Conference program covered key discussion topics on process transformation, innovative mining methods and practices, health and safety, revolutionising the traditional mine and much more.

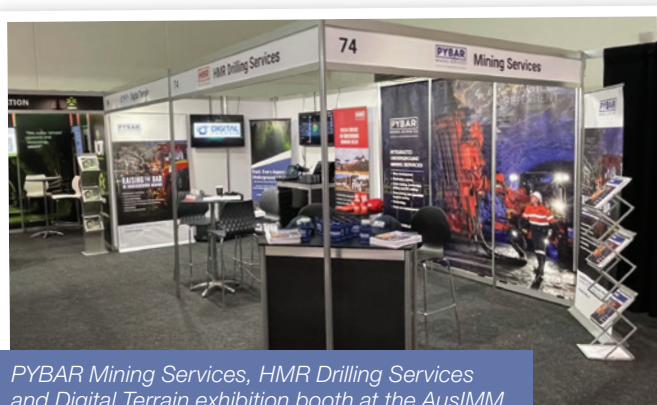
PYBAR was a proud exhibitor at the Conference and shared our booth with associated companies HMR Drilling Services and Digital Terrain. It was a fantastic opportunity to join the conversation with industry professionals, discussing technological advancements and solutions for the future of underground mining.

Over 45 technical presentations were delivered at the Conference; the highlight being a presentation featuring PYBAR’s Raise Bore Reamer Lifting Gantry system. This innovation was a true collaboration between OZ Minerals and PYBAR’s Raise Bore Division, which developed an industry first application to safely remove large diameter reamers in an underground environment, utilising an Enerpac SL100 lift and shift unit.

The next AusIMM Underground Operators Conference will be held in Brisbane in March 2023, and we look forward to seeing what exciting new advancements are on the horizon for underground mining.



Technical presentation featuring PYBAR’s Raise Bore Reamer Lifting Gantry system.



PYBAR Mining Services, HMR Drilling Services and Digital Terrain exhibition booth at the AusIMM Underground Operators Conference 2021 in Perth.



PYBAR’s Raise Bore Reamer Lifting Gantry system.

(L-R) PYBAR's Lizzie Nelson – Human Resources Advisor, Callan Hunt – Snr Human Resources Advisor, Chris Yap – Technical Services Manager.

AUSIMM SYDNEY – STUDENT MEETS INDUSTRY NIGHT

PYBAR MEETS THE MINING INDUSTRY PROFESSIONALS OF THE FUTURE

With a worsening shortage of mining engineers and declining enrolments in mining engineering degrees, the Australasian Institute of Mining and Metallurgy (AusIMM) Sydney Student Meets Industry Night in April was an ideal opportunity to showcase the benefits of a career in the mining industry and engage with potential mining engineers and other mining industry professionals of the future.

Lack of industry knowledge is one of the main reasons students choose other careers, so PYBAR's Chris Yap - Technical Services Manager, Callan Hunt - Senior Human Resources Advisor, and Lizzie Nelson - Human Resources Advisor, were on hand at the AusIMM Sydney Student Meets Industry Night to meet with some of UNSW's best and brightest to provide first-hand insights on what it's like to work in the exciting and vibrant mining industry. They spoke about career pathways, the latest technological advancements in underground mining and the benefits of joining PYBAR's Graduate Program, where successful candidates are welcomed as valued members of the team from day one.

The PYBAR Graduate Program, which has a reputation for being among the best in the industry, allows graduates to spend time working underground, gaining experience in a wide range of operator roles, before taking on the technical facets of their professional roles; supported by training and mentorship to develop professional growth.

As well as mining engineering, the program includes professional opportunities in safety, HR and IT.

Keep an eye on PYBAR's Job Board at careers.pybar.com.au for details on the next graduate intake.



Guests at the AusIMM Sydney Student Meets Industry night.



(L-R) PYBAR's Chris Yap – Technical Services Manager and Callan Hunt – Senior Human Resources Advisor, addressing the AusIMM Sydney Student Chapter.

PYBASH CAR 95, CRUISIN' ALONG FOR CANCER CARE WESTERN NSW

\$19,500 RAISED FOR CLINICAL CANCER TRIALS IN REGIONAL NSW

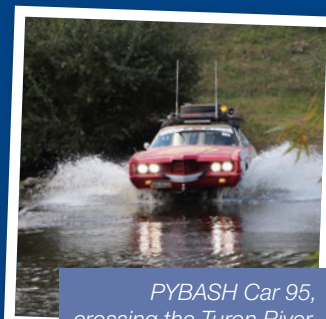
Team PYBASH recently returned from the successful Cancer Care Western NSW Cruisin' Along 2021 charity trek through Central Western NSW, home of the many country cancer patients who can now take part in clinical cancer trials in Orange, instead of having to travel to Sydney.

The Cruisin' Along convoy of 30 teams travelled from Orange to Hill End, Wellington, Gilgandra, Condobolin, Temora, Parkes, Grenfell, Molong, and back to Orange, raising awareness for the cause and enjoying great drives, scenery, stop-offs, overnight stays and fun along the way. Highlights of the trek included visits to 15 small regional schools to display the bash cars and deliver giveaways to the children.

We are proud to report that Team PYBASH raised an amazing \$19,500 for this event, the highest amount of all participating teams. Team PYBASH is now gearing up for our second annual charity bash in November; the Variety NSW Bash, which raises funds for special needs children.



PYBASH Team Captain, Paul Rouse (L), and Co-Driver, Paul Thomas (R).



PYBASH Car 95, crossing the Turon River.



One of the stop-offs along the way - Parkes Aviation Museum.



Regional school visits - the kids love the Lightning McQueen theme.

TEAM PYBASH RIDES AGAIN

CAR 95 ON THE ROAD FOR VARIETY, THE CHILDREN'S CHARITY

Following a successful Cruisin' Along 2021 charity trek, which saw Team PYBASH raise \$19,500 for Cancer Care Western NSW, the Team is busy gearing up for the second of its annual charity bashes in November; this time for Variety, The Children's Charity.

PYBAR Executive Chairman and PYBASH Team Captain, Paul Rouse, has been associated with Variety since 2008 when he saw the need to give disadvantaged kids a fair go. After a couple of years as crew for other Variety Bash teams, Paul bought the PYBASH car, a 1971 Ford LTD Galaxie, and set about transforming it with a Lightning McQueen car 95 theme and a long list of mechanical and safety upgrades.



Car 95 PYBASH.

The annual Variety B to B Bash is Australia's most successful charity motoring event, having raised over \$240M since its inception. The Bash is a real adventure, with participants driving cars older than 30 years through regional parts of Australia, calling into schools and organisations to visit the kids and see the direct impact that educational, health and mobility equipment provided by Variety makes to their lives.

This year's Variety B to B Bash will start at Bungarabee in Sydney, visiting Cowra, Griffith, Broken Hill, Bourke, Cunnamulla, Charleville, Roma and Rockhampton along the way, before reaching the final destination at Bakers Creek, Mackay - a distance of 4,394km!



If you can help the Car 95 PYBASH fundraising effort for Variety kids, please visit our fundraising page at: <https://fundraise.varietynswact.org.au/fundraiser/car095pybash>

PYBAR'S SENIOR LEADERSHIP TEAM

GETTING TO KNOW NICK WOOLRYCH, CHIEF EXECUTIVE OFFICER

In the last issue of the PYBAR Newsletter, we introduced PYBAR's newly appointed Chief Executive Officer, Nick Woolrych. Here, we get to know a bit more about him.



Nick Woolrych, Chief Executive Officer.

Tell us about your work history

I have been with the PYBAR Group for just over seven years now which has flown by. Prior to joining the Group, I worked in various roles in the mining industry with Thiess, and also for a long time in mining finance and investment. Most recently, I was the CEO of Diversified Minerals, owner of the Dargues and Henty gold mines.

What led you to study mining engineering?

Actually, nothing particularly! I come from a family with a background in the defence force and wanted to do anything except that! I knew that I wanted to be an engineer, and also to move away from the farm and given mining at the time was a pretty low hurdle to get into I decided that may be the course for me. I am very glad I did. The mining industry is full of terrific people and opportunities, and I am fortunate to have been afforded the opportunity to travel Australia and the world for work, and along the way working with fantastic people.

OUR SENIOR LEADERSHIP TEAM



Paul Rouse, Executive Chairman PYBAR Group



Brendan Rouse, Director



Andrew Rouse, Board Member



Scott Todd, Chief Operating Officer



Arie Bets, Chief Financial Officer



Rob Patterson, Safety, Health, Environment & Training Manager



Paul Gage, Head of Human Resources



Phillip Viljoen, Raise Bore & Shaft Lining Manager

What's your vision for the future of PYBAR in your new role?

I am the newly appointed CEO of PYBAR, which is a huge privilege and challenge for me. Leading an organisation that has family at its core is a wonderful opportunity and one that has certainly left me some big shoes to fill! My vision for PYBAR is to focus unwaveringly on delivering for our clients as well as to give our people opportunities to grow within the business, no matter what their background or where they are located around the country. I am incredibly inspired by the safety journey that PYBAR has been on over the last 12 months and I'm 100% focused on continuing this progress. Having said all of that, we are also looking to grow. Business development is high on my agenda, given the market conditions and opportunities that exist.

I hope that my leadership style is one of inclusiveness. I want to listen, I want to hear suggestions, I want to be able to capitalise on those great ideas that come from our people no matter who they are. I am an example of someone who can achieve success within PYBAR (no matter what your background) and want to give these opportunities to everyone in the business.

Where did you grow up?

I was born in Exmouth, WA, however moved to an avocado farm on the Sunshine Coast (QLD) when I was three years old. My Dad had retired from the navy and was after a lifestyle change which we certainly got!

Tell us about your life away from work

I have three children, Toby, Zara and Jude and we live in Sydney. My wife Kate is from Bathurst, NSW.

Given the three young kids thing, my interests are probably not a high priority in the house, however I do like to play the guitar poorly as well as running and cycling to keep fit. My priority when not at work, however, is trying to make sure I am fully engaged with my family (which at times is a struggle).

I am a foundation member of the PYBAR Cycling Club (PCC) which is essentially a group of middle-aged people from PYBAR attempting things we shouldn't at our age. I am also a founding director of a charity called the Zamasa foundation, which was formed to raise money for research into a rare blood cancer called Multiple Myeloma. We have raised nearly \$500k in the last three years and are currently funding a Research Fellow at St Vincent's Hospital amongst other things.

Living in the Sydney lockdown at the moment means that life is a little different and is tough at times from a work and personal perspective. I am trying to make sure I stay active and in contact with friends and family and encourage everyone to do the same. I miss seeing our sites and our people who make PYBAR such a great place to work...hopefully this will all improve over the coming months!

PYBAR Cycling Club (PCC).



Zara, Jude and Toby.



Nick Woolrych, CEO & Paul Rouse, Executive Chairman PYBAR Group.



Tom Devjak, General Manager Assets & Supply



Brad Rouse, Business Development & Services Manager



Andrew Samways, General Manager Systems & Technology



Wayne Gough, Operations Manager



Chris Yap, Technical Services Manager



Paul Culvenor, Operations Improvement Manager



Adam Croker, Maintenance Manager



Michelle Kelso, Finance Manager

LONG-SERVICE CELEBRATIONS

5 AND 10 YEAR MILESTONES

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

5 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
26/04/16	Yasmin Bateman	Site Administrator	Corporate
17/05/16	Troy Williams	Shift Supervisor	Hera
20/06/16	Hannah Howarth	Payroll Officer	Corporate

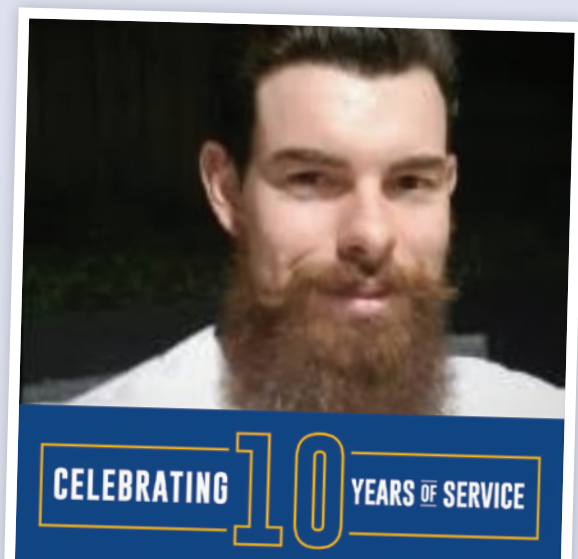
5 YEARS 5 YEARS 5

10 YEARS' SERVICE

START DATE	EMPLOYEE	POSITION	LOCATION
02/05/11	Matthew Quinn	Loader Operator	Peak
18/07/11	Bill Walls	Project Manager	Black Rock

10 YEARS 10 YEARS 10

MATTHEW QUINN – 10 YEARS AT PYBAR!



Matthew Quinn, Loader Operator, Peak.

CONGRATULATIONS!

Matthew Quinn is currently a loader operator at PYBAR's Peak operations, and is an experienced team member, having previously held roles as a truck operator, agi operator, shotcreter and on service crew across PYBAR sites in Victoria, Queensland, Western Australia, South Australia and New South Wales during his 10 years' service.

Quinny, as he's known, is one of the very true professionals within this industry. He is a quiet achiever who always does an excellent job and is eager to help out fellow colleagues.

We are lucky to have Quinny in our business and look forward to seeing him behind the jumbo levers, which is his future goal.

CONGRATULATIONS BILL WALLS!

10 YEARS OF OUTSTANDING SERVICE

Trustworthy, honest and dependable are probably the three words that best describe Bill Walls.

Bill is a 10-year service veteran at PYBAR who has successfully managed some of our highest profile projects in Queensland. Bill typifies the mantra of "what matters to my client matters to me", and he works with his team to ensure they over-deliver on our clients' expectations. This focus has led him to be extremely sought after by our clients as they know their project is in capable and dependable hands. Bill is not only admired by our clients, but also by his team. He is a real team builder and he works with all team members to ensure they have opportunities to develop and grow. He has personally overseen the development of quite a few of our engineers, foremen and shift bosses, who have gone on to take up further leadership roles in PYBAR.

Bill started with PYBAR as a Foreman at Mount Isa and went on to become Project Manager of the Mount Isa Copper Operations (MICO) contract with Glencore. His next role was starting off the Mungana Project outside of Chillagoe in Far North Queensland and then, after establishing that project successfully, he was back to Mount Isa in his current role as Project Manager of the Black Rock underground project. Bill has led this project right from its inception in the tender phase, through the first two years of development and now in its current production phase.

Bill is well regarded throughout the industry, and it's often said if Bill Walls doesn't know of someone then they are probably new to the industry. Everyone in PYBAR knows they can reach out to Bill for advice, and he gives his time willingly to help wherever and whenever he can.

Thanks for everything you bring to PYBAR, Bill. We are very proud to have you on our team.

Bill Walls, Project Manager, Black Rock.



WELCOME TO THE WORLD, BABY HARVEY

CONGRATULATIONS TO CAMERON MUTCH AND FAMILY

Thanks to Andy Axtell, Maintenance Foreman at our Black Rock project, for sending in this beautiful photo of baby Harvey Louise Mutch and her family.

Harvey arrived in April and is a much-loved addition to the family of Cameron Mutch, his partner Alicia and big sister, Lexi. Cameron is a valued member of the PYBAR team at Black Rock, where he works as a Drill Fitter.

DO YOU HAVE AN INTERESTING PHOTO OR A STORY TO SHARE?

SEND IT IN!



Simply email your photo and a short submission to:
editor@pybar.com.au **and it may just appear in our next Newsletter.**

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

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