

# DrillTorque

## EDITION 11

**JSW**  
**DRILLING**



**2 500 DAYS LTI-FREE**

**5 GROWING OUR TEAM**

**7 THE JWB AWARD**



# A MESSAGE FROM OUR CEO

## WELCOME TO THE 11<sup>TH</sup> EDITION OF DRILLTORQUE

Autumn already! There has been plenty happening since the start of the year.

### 500 DAYS LTI-FREE

One of the most significant announcements during Q1 was reaching 500 days LTI-free in February. This is the result of several initiatives undertaken around the business and the diligence and determination of all personnel. Keep up the great work!

### NEW CONTRACT WINS

Upon winning the resource definition drilling work at Beatons Creek for Novo Resources, crews mobilised to site in February.

We are also pleased to have the formal renewal of our contract at FMG's Solomon project which will see us remain onsite to perform RC grade control until at least 2024 and supply another three BBURG drills during that time.

In addition, we have been advised by Rio Tinto that we have been awarded a place on the MSA Panel. We will commence our first parcel of work under the MSA Panel in April at West Angelas.

### CONGRATULATIONS, JOSH

With Bob retiring, the very capable Josh Mason has advanced from HSEQ Coordinator to HSEQ Manager. I have no doubt that Josh's passion and expertise will ensure our systems and processes continue to demonstrate best practice.

### EMPLOYEE REFERRAL PROGRAM

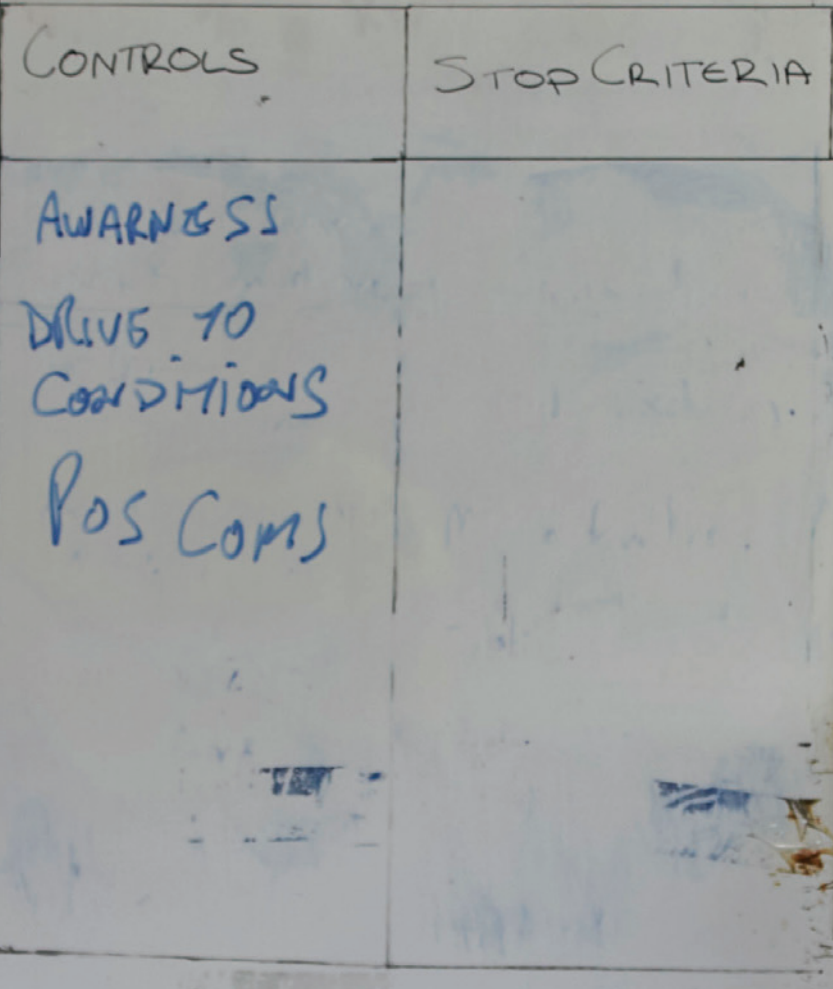
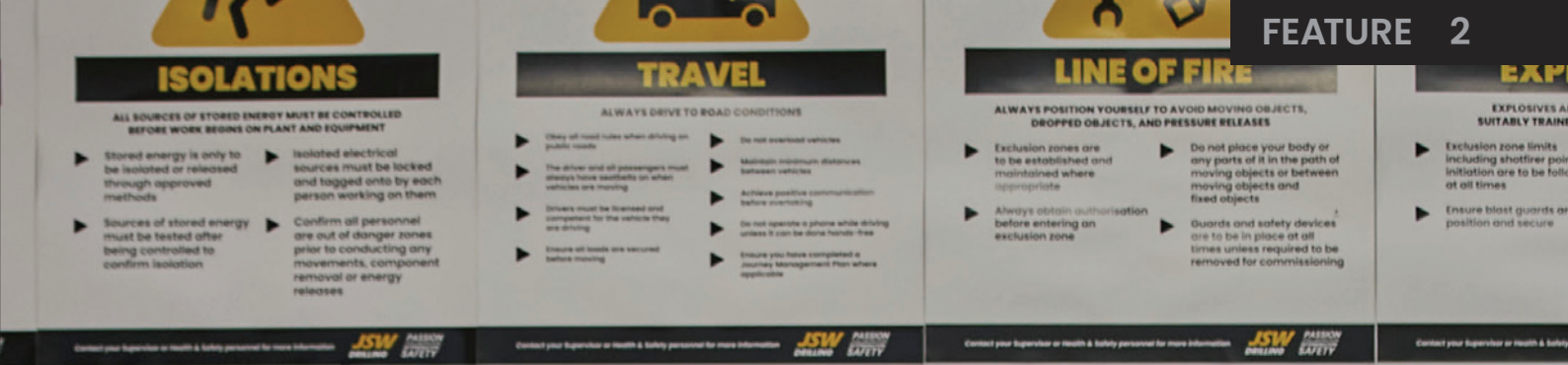
We want to reward anyone who successfully refers experienced personnel to us. We encourage everyone to make the most of this initiative and share why JSW is a great place to work! There's not only \$5,000 in it for you, there is also an incentive for candidates – a \$5,000 sign on bonus. For any queries around the rules on either of these programs, please contact HR – [hr@jswaustralia.com](mailto:hr@jswaustralia.com).

### JWB AWARD

For anyone newer to the company or anyone needing a reminder of what this award is about, all the details can be found on page 7. Please get behind this, it's a fantastic way to recognise and reward your teammates for doing a great job. We have now launched digital voting to make it even easier. Scan the QR code with your phone and you're away.

Best regards,

**WARREN FAIR – CEO**



Chris Smythe running the daily safety meeting at our Alcoa operation.

## 500 DAYS LTI-FREE A MILESTONE ACHIEVEMENT

In February we reached a massive achievement - 500 days LTI (Lost Time Injury) free!

This result would not have been possible without the combined effort of the entire team.

Thank you for your hard work, diligence and ongoing commitment to maintaining a safe workplace.

It's this determination and our pledge to continuously improve processes and protocols that has enabled us to achieve this milestone.

### Some of the key actions that contributed to this achievement include:

- Reducing and managing the weight of drill consumables by shipping oils and other fluids in smaller containers and marking packages and parts with their weight to make it easy to determine when lifting aids are required
- Maintaining high quality toolboxes
- Fostering a just reporting culture
- Increased HSE communications and transparency
- Continuously striving for higher standards
- Greater focus on finding improvements that can be made on site

**Let's keep up the great work and we look forward to celebrating the next achievement!**

Rig04 on site at Novo Resources' Beatons Creek project.



## CONTRACT NEWS

### AWARDS AND RENEWALS

#### Beatons Creek

Crews arrived on site at Novo Resources' Beatons Creek gold project in February, accompanied by Rig04, a track mounted RC drill.

The project is located near the town of Nullagine in WA's Pilbara region and the scope of works will be carried out over approximately 12 months.

#### Solomon

Our contract at FMG's Solomon project has now been formally renewed, confirming our continued presence onsite performing RC grade control until at least 2024. We will supply another three BBURG drills during this time.

#### Rio Tinto MSA Panel

We have been advised by Rio Tinto that we have been awarded a place on the MSA Panel.

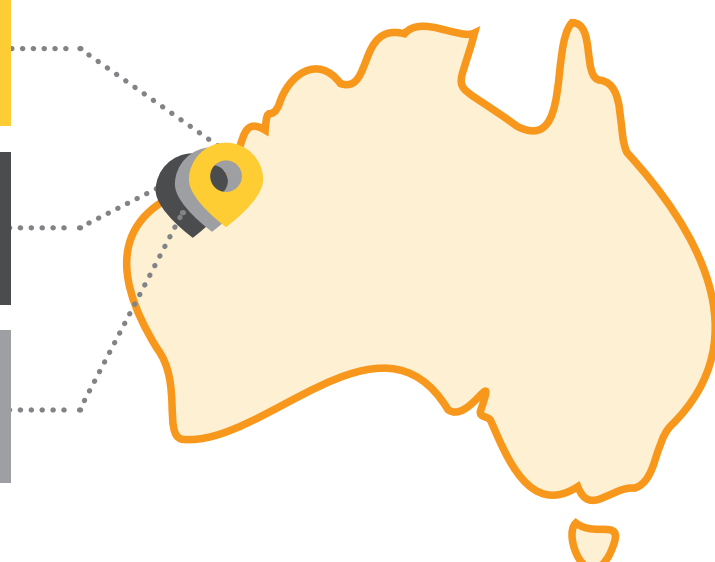
This is a great result after much hard work. Our first parcel of work under the MSA Panel will be a six month drill & blast project at Rio Tinto's West Angelas mine, starting in April.

This project will see us supply up to three drills, an explosives truck, drillers, shotfirers and engineering support.

**Project:** Beatons Creek  
**Client:** Novo Resources  
**Scope of Work:** Resource Definition Drilling

**Project:** Solomon  
**Client:** FMG  
**Scope of Work:** Grade Control Drilling

**Project:** West Angelas  
**Client:** Rio Tinto  
**Scope of Work:** Drill & Blast



# BUILDING OUR SECOND BBURG

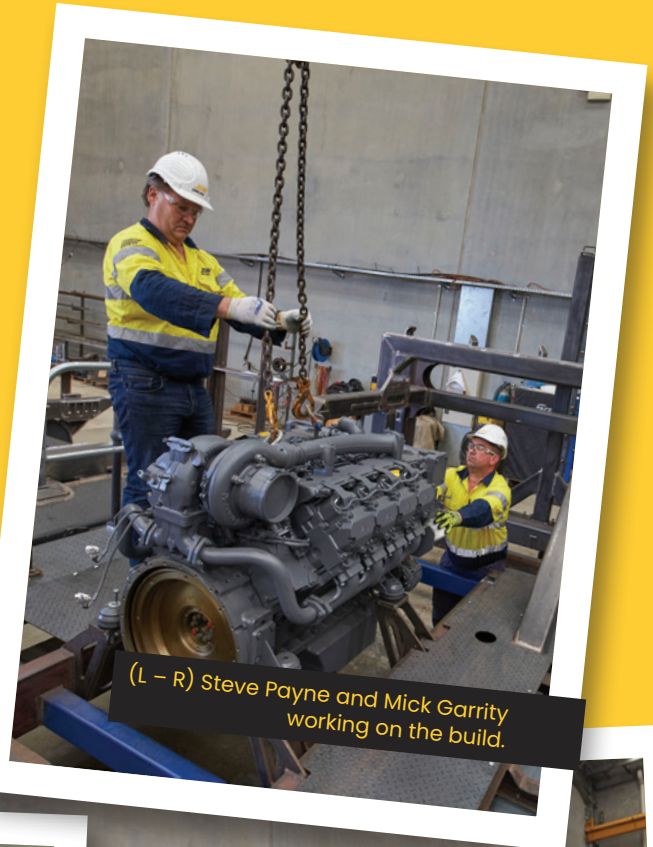
## CONTINUED GROWTH FOR OUR RC DRILL RIG FLEET

The build of our second BBURG RC drill rig is well underway at the Bibra Lake workshop.

Following the success of the first BBURG HD2500RC drill rig at FMG's Solomon site, which since its commissioning in 2020 has produced exceptional outcomes around safety, noise reduction and productivity, the build process has begun on our second rig.

The second rig will see a number of improvements on the HD2500RC in terms of build efficiency and rig capabilities, and is one of three that will be commissioned to Solomon following the recent renewal of our grade control contract.

Stay tuned for more updates on the build process coming soon!



(L - R) Steve Payne and Mick Garrity working on the build.



Maintenance Manager, Mick Garrity.



Our first BBURG HD2500RC drill rig, commissioned in 2020.



A fantastic shot of the HD2500RC in action at Solomon!

## PEOPLE MOVES

### WHO'S IN AND WHO'S UP

From new crew members to career advancements, a number of exciting things have been happening across our teams.

#### Driller Advancements

Congratulations to Jared Pierson who is stepping up from the role of Senior Driller to Supervisor. Jared has proven himself with a dedicated work ethic and commitment to helping run the project safely and efficiently.

Offsider, Dylan Clarke recently completed his Certificate II in Drilling Operations through our RTO (52503). Great work, Dylan! We're proud to have you on our team.

#### Supervision in the Southwest

Bruce Allsopp has taken on the role of full time Supervisor. Bruce joined JSW in 2017 at the commencement of the Alcoa project and quickly became an efficient and dedicated driller.

#### Welcome to the Team, Brooklyn!

Brooklyn Pimm has joined us in the role of Safety and Training Coordinator at our project in the Southwest region. In this challenging role, she is focused on ensuring we have the correct systems in place so crews can operate safely and efficiently in the difficult environment they are faced with daily.



Jared Pierson, transitioning from Senior Driller to Supervisor.



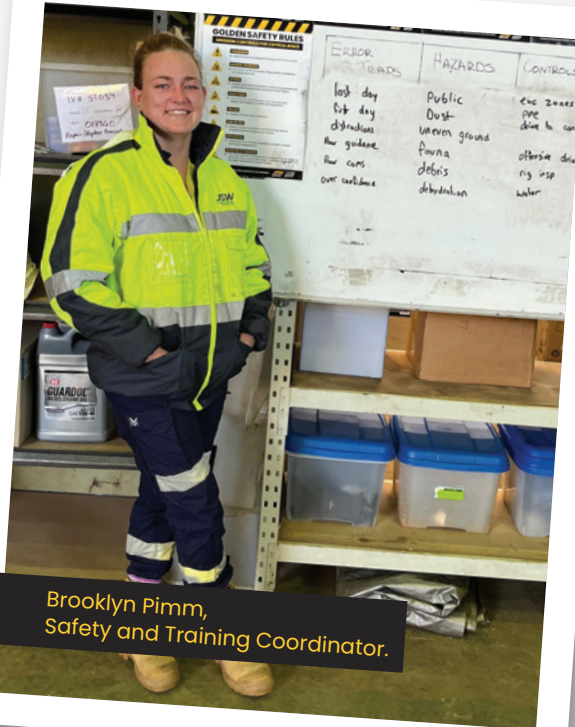
Bruce Allsopp, Supervisor.



***If you pass any of our new team members on site or around the office, be sure to introduce yourself and make them feel welcome!***



Recent RTO graduate, Dylan Clarke and CEO, Warren Fair.



Brooklyn Pimm, Safety and Training Coordinator.

**Donna joins the Training Team**

Donna has recently joined us as Senior RTO Advisor to help in the development and implementation of our training and career progression programs. Donna brings 20 years of experience working as an RTO Manager in the VET sector and the belief that everyone should have the opportunity to learn and grow professionally and personally. Welcome, Donna!



Donna Glover, Senior RTO Advisor.

**Welcoming our Recruitment Specialist, Nikki**

Nikki has joined the Human Resources Team as our recruitment specialist and will be focusing on finding the best fit individuals to continue to grow our team. Nikki brings with her 15 years' experience within the recruitment industry, working across both blue collar and legal roles.

Nikki has recently returned to work from maternity leave after having her twin boys, Christian and Mason and also has a four year old, William and husband Brendon who works FIFO. She's looking forward to getting back into a recruitment focused role and learning a new industry with JSW.

**PASSION**  
**COLLABORATION**  
**DETERMINATION**  
**SAFETY**

## THE JWB AWARD

### EVERYTHING YOU NEED TO KNOW

Introduced in 2020, the JWB Award is our employee recognition program which celebrates a member of our team each quarter who goes the extra mile.

Throughout the quarter, we encourage everyone to nominate a colleague who they think deserves to be recognised for their exceptional efforts. The winner is chosen at the end of the quarter by our executive team and announced on social media, onsite and in the newsletter.

#### Why is it called the JWB Award?

The award is a nod to JSW's co-founder and former CEO, Jeff Branson, who was a key driver in getting JSW to where we are today.

#### What are some reasons to nominate?

Is there someone on your crew who:

- ▶ Continuously demonstrates our values of passion, collaboration, determination and safety?
- ▶ Has achieved something great or hit a new target?
- ▶ Goes above and beyond to support their crew members?
- ▶ Has introduced a safer or more productive way of doing things?

#### What's on offer for the winner?

Each quarterly winner will receive \$1,500 cash, a certificate, a trophy and their name engraved on our award plaque at head office.



Mick Garrity, Q2 2020.



Jamie Pitman, Q3 2020.



Justin Websdale, Q4 2020.



### HOW TO NOMINATE

Nominating a team member for the award is easy!

**NOMINATE ON SITE**

Fill out a nomination form on site and put it in the box.

**NOMINATE ONLINE**

Scan the QR code below and follow the steps to submit your nomination.



## JOSH MASON

### OUR NEW HSEQ MANAGER

Get to know the newest member of the executive team, Josh Mason, who has recently advanced to the role of HSEQ Manager.

Josh joined JSW in early 2021 as a graduate HSEQ Coordinator, working closely with former HSEQ Manager Bob McNair to consistently improve the health and safety of our teams and the environments in which we operate.

Before coming on board, Josh completed a Graduate Diploma in Occupational Health and Safety and a Bachelor of Science (Hon) in Environmental Biology. Through his studies and working with major science and resource organisations, he brings extensive knowledge in biodiversity and contaminant monitoring along with bushland management and flora conservation and rehabilitation.

In his new role, Josh will be responsible for managing incident investigation, audits, injury management, and ensuring that systems, processes, and training are in place to protect our people, performance and the environment.

Josh Mason,  
HSEQ Manager.



***"I'm passionate about creating meaningful safety changes in our workplaces that help and not hinder our ability to work, fostering teamwork and participation in resolving issues and developing ownership of safety."***

## EMPLOYEE REFERRAL BONUS

### \$5,000 UP FOR GRABS!

**We want to find the best people in the industry and we're offering \$5,000 cash if you can help us.**

Do you know someone with the right experience and qualifications who would be a great addition to the JSW Drilling team? Refer them!

Permanent employees who refer an experienced Driller or Fitter will receive \$5,000, paid in two instalments upon the candidate's completion of their 90 day probation and one year anniversary with JSW.

### HOW TO REFER

To refer a candidate, please email their resume to [hr@jswaustralia.com](mailto:hr@jswaustralia.com).

For full terms and conditions or more information, please contact the HR Team via email.



## 5 & 10 YEAR SERVICE ANNIVERSARIES

### CONGRATULATIONS TO ALL!

This is a milestone achievement and we thank you for completing it with us.

### 5 YEAR MILESTONES

NAME	START DATE
Charles Cummins	04 October 2016
Isobel McNair	26 October 2016

### 10 YEAR MILESTONES

NAME	START DATE
Luke Tilbrook	16 March 2012

## TALK TO THE EDITOR!

Do you have an update you'd like to share?  
Let us know!

If you have some exciting news from site, someone in your crew has achieved something great or you're involved in a community cause, we want to hear from you!

Send your stories to [info@jswaustralia.com](mailto:info@jswaustralia.com) and you could be featured in the next edition of our DrillTorque newsletter.



## MONTHLY SUPERVISOR FORUMS

### DEVELOPING OUR FRONTLINE LEADERS

As part of our commitment to continuous training and development, we have recently introduced monthly supervisor forums.

The monthly forums aim to bring our supervisors and managers together to further develop their leadership skills and keep them up to date with relevant personnel related topics and standards.

Held via Teams, each forum will cover one key topic, presented by a subject matter expert and followed by the opportunity for our leaders to share their experiences and knowledge.

Some of the topics covered so far include changes to the HSE legislation, COVID-19 information and protocols and the JSW performance appraisal system.

The skills and knowledge gained by our supervisors because of these forums will have a positive flow on effect across our sites.



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**PASSION**  
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