

Drill Torque EDITION 13

JSW DRILLING



END OF YEAR CELEBRATION!



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A MESSAGE FROM OUR CEO

WELCOME TO THE 13TH EDITION OF DRILLTORQUE

This is our last newsletter for the year and I'm pleased to report that 2022 has shaped up to be a great year for JSW.

A few key achievements across the year:

- We have continued to win work at a steady rate, keeping our drills well utilised
- We have increased our employee numbers from 140 to more than 200
- We reached 750 days LTI free – a very worthy milestone

All the above has been achieved because of the great teams we have in place that you are part of.

DRILL & BLAST DIVISION

Our drill and blast teams have increased as we've secured more work with Rio Tinto and ongoing work at Yangibana. This has also allowed us to add more equipment to our fleet.

MINERAL DIVISION

We are well advanced in building and delivering new mineral drills including another BBURG drill for Solomon and two more Equus drills for Alcoa.

HR

The team continues to find new ways to improve your experience as a JSW employee. One of the biggest and most important recent changes has been the launch of our online employee portal, Employment Hero. This is making a significant improvement in how we communicate internally.

TRAINING

Our training department has been refreshed and we have made great progress in revitalising our Certificate 2 and 3, and we have added Certificate 4 and Certificate 5 to our scope. This will provide everyone with much better training and career opportunities as the programs are rolled out. More on this soon.

Finally, congratulations to our Q3 JWB Award winner James Garcia for his fantastic contributions, and to everyone who has stepped up into new roles and responsibilities recently. Seeing people develop and progress is very rewarding.

On behalf of the entire senior management team, I wish you all a safe and happy Christmas and New Year.

Best regards,

WARREN FAIR – CEO

PROMOTIONS, PROMOTIONS!

THIS QUARTER WE'VE SEEN PROMOTIONS APLENTY!

It has been fantastic to see so many of us developing and progressing into new roles with new responsibilities.

Updates at Alcoa

Congratulations to Jason West from our Alcoa operation, who has recently advanced from Offsider to Trainee Driller. Jason is currently undertaking his Certificate III in Drilling operations via on-the-job training provided through our RTO (52503).

With the addition of two more Equus rigs to our fleet (taking the number from four to six), we also welcomed some new crew members to the team.

Management Changes at Solomon

Andrew Jowett has moved from Driller to Supervisor, taking over from Mike Stebbings as he advances from Supervisor to Project Manager.

Former Project Manager Neil Muir has been appointed Operations Manager (Minerals), which will see him based at our Bibra Lake office.

Jaye Blechynden, previously Leading Hand Fitter at Solomon, has taken on the role of Workshop and Mineral Maintenance Superintendent at Bibra Lake.

Yangibana News

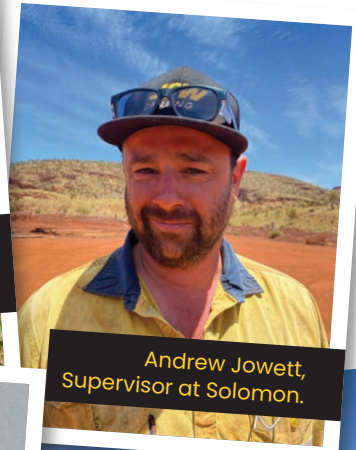
Krys Jones has advanced from Drill and Blast Supervisor to Project Manager, while Imran Iqbal, one of our graduate engineers, has joined the team onsite to gain more practical experience and assist the site crew.

Bibra Lake People News

Former Finance Manager Christian Nettleton has been promoted to the role of Financial Controller, and Rachel Vulaki has transitioned from Administration Assistant to Mobilisation and Administration Officer.



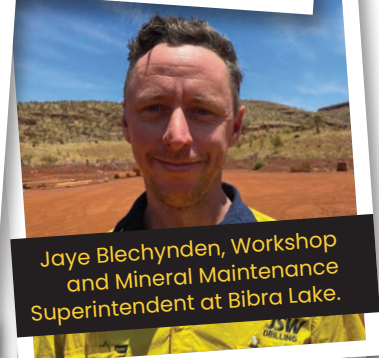
Jason West, Trainee Driller, and Chris Casey at our Alcoa operations.



Andrew Jowett, Supervisor at Solomon.



Neil Muir, Operations Manager (Minerals).



Jaye Blechynden, Workshop and Mineral Maintenance Superintendent at Bibra Lake.



Mike Stebbings, Project Manager at Solomon.



Krys Jones, Project Manager at Yangibana.



Imran Iqbal, Graduate Engineer.



Chris Nettleton, Financial Controller and Rachel Vulaki, Mobilisation and Administration Officer.

Thank You and Farewell

A big thank you to Trevor Brensell for his hard work and dedication with JSW. After 16 years with us, Trevor is finishing in his role as Operations Manager (Minerals) as he takes a very well-earned break from the mining industry.



Trevor with his 'Truckie Trev' JSW farewell shirt.

JWB AWARD Q3 WINNER

CONGRATULATIONS JAMES GARCIA!

James Garcia, Senior Offsider at Tampia, is the Q3 winner of the JWB Award!

James is an extremely well organised offsider who is consistently one step ahead of his driller, keeping things moving safely and efficiently. His ability to adapt to different situations is second to none and he's known to be a proactive member of the crew, monitoring the rig and training green offsidiers.

Q&A WITH JAMES

Q: When did you join JSW and what roles have you held?

I worked as a plumber and gas fitter for six years in Perth before making the move to the mining industry, where I worked for two years in both junior and senior roles as an offsider and in exploration and grade control water bores. I then joined JSW in April this year as a Senior Offsider at Tampia.

Q: What do you think makes a good leader?

A good leader is someone who is patient, willing to listen to others and encourages positive communication between team members.



Q: Which JSW value resonates most with you?

The value that resonates most with me is safety as this is a key part of everything we do. Working alongside Mick, Josh and JJ has filled me with knowledge as they always prioritise safety in every task they carry out.

Q: What is the best piece of advice you have received?

The best piece of advice I have received is 'there's no I in team'.

WELCOME TO THE TEAM

NEW TRAINING & HR PEOPLE

We'd like to extend a warm welcome to the newest members of the JSW Training and HR teams.

RTO Administrator – Natasha Rourke

Natasha has more than 20 years' experience in education and training. She ensures the compliance of our RTO, manages our enrolments, and supports our employees with their course-related enquiries.

Roving Drill Trainer – Justin Lennon

Justin has recently re-joined JSW and brings with him a wealth of knowledge and experience in the drilling industry, including almost five years with us as former area supervisor. Justin is an avid fisherman and dad/stepdad to four amazing children. He upholds JSW's values and has a strong commitment to safety and training. We're pleased to have him back on board!

Senior HR Advisor – Pradip Nair

Welcome to our new Senior HR Advisor, Pradip Nair. Pradip is an HR professional with over two decades of experience in a broad range of organisations and sectors. At JSW, he will be responsible for implementing and managing our HR systems and processes to ensure best practice across the business.

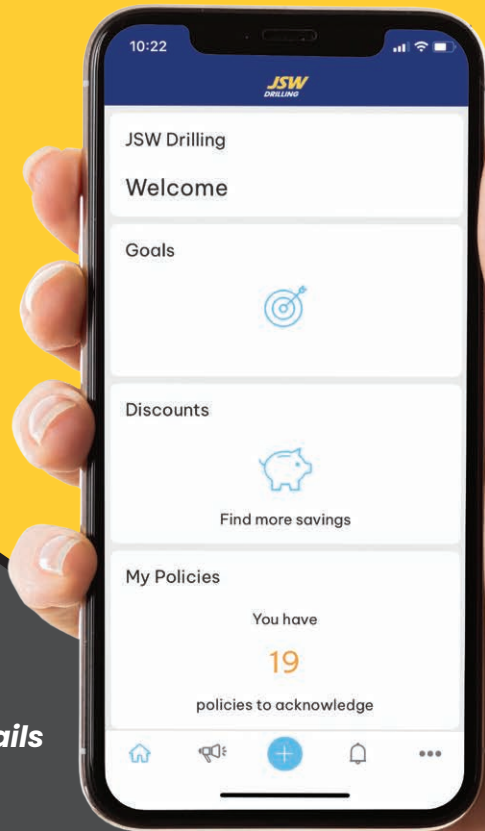


EMPLOYMENT HERO IS HERE!

YOUR ONE-STOP SHOP FOR EMPLOYMENT INFORMATION AND RESOURCES

In early November we launched our first online employee portal – Employment Hero.

Hopefully you've been able to login and familiarise yourself with the platform. It's an important communications tool and makes it a lot easier for you to view and update information and take other actions relating to your employment.



Here's a reminder of some of the key things you can do in Employment Hero:

- *Update and manage your personal details*
- *Upload and manage your certifications*
- *View and acknowledge HR documents and policies*
- *View company news and events, and engage with colleagues using the Company Feed*

In the future, we expect to also use Employment Hero for:

- *Leave requests and approvals*
- *Performance appraisals*
- *Learning, development and more*

If you haven't downloaded the app yet, scan the QR codes below.

**DOWNLOAD ON
THE APP STORE**



**DOWNLOAD ON
GOOGLE PLAY**



To learn more about how to use Employment Hero, read the Daily Use Guide.

**READ THE DAILY
USE GUIDE**



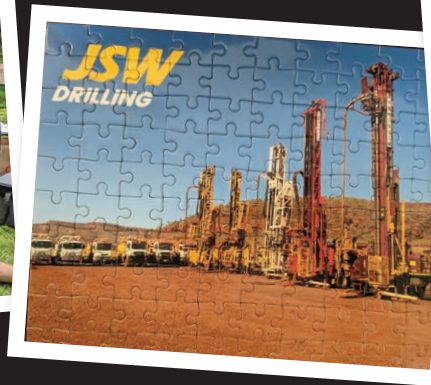
END OF YEAR CELEBRATION

ADVENTURE-FILLED FUN!

A great day of sun, splashing and smiles.

For those who were able to make it, we enjoyed a day filled with fun and adrenaline on Saturday 12 November as we celebrated another great year with a family day at Adventure World.

To any who couldn't attend, don't worry! You can still take part in the fun. Collect your Adventure World family pass and JSW puzzle (while stocks last) by emailing HR on hr@jswaustralia.com.



YANGIBANA SOCIAL CLUB

BRINGING A SOCIAL SPIRIT TO SITE

JSW is proud to be supporting the Yangibana Social Klub (SKY).

SKY helps bring a social spirit to our crews at Yangibana by organising social events on site, with a portion of the money raised donated to local charities.

MONEY SCHOOL

TIPS FROM THE EXPERT

We hope everyone benefitted from the recent money school videos!

Lacey has helped many JSW employees master their finances over the last few months by providing a range of videos covering topics including financial independence, asset buying, debt, savings and more.

A big thank you to Lacey and Money School for sharing this wealth of financial knowledge with us. If anyone is interested in future Money School videos, please contact HR on hr@jswaustralia.com.



GYM DEAL REMINDER

GET YOURS NOW!

Have you signed up to our corporate gym membership discount offer at Roar Fitness?

The corporate gym membership discount is available to all JSW Drilling employees and their partners and can be used at any of Roar Fitness's five locations.



WISH U WERE HERE DOLLS

50% DISCOUNT FOR JSW EMPLOYEES

The perfect Christmas gift!

We've partnered with Wish U Were Here Dolls to offer JSW families discounted picture dolls of the ones they love and miss. These handmade dolls make great gifts for the kids and mean you're never too far away for a hug.

You are eligible to receive a 50% discount on orders placed for dolls, pillows, and comforters. If you're interested in ordering, please contact HR for the promo code (hr@jswaustralia.com).



SMALL BUSINESS SHOUT OUT

Do you, your partner or a family member own a small business?

With Christmas just around the corner, it's the perfect time to shout out your small business or show your support and shop local.

Head to the small business post on Employment Hero and share yours with the rest of the JSW team.



MILESTONE SERVICE ANNIVERSARIES

CONGRATULATIONS, KEITH!

Five years of service is a milestone achievement and we thank you for completing it with us.

5 YEAR MILESTONES

NAME	START DATE
Keith Grimlinger	14 August 2017

Farewell Trev!



JSW
DRILLING

PASSION
COLLABORATION
DETERMINATION
SAFETY

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