

DrillTorque

Q4 2020
EDITION 7

JSW

LEADERS THROUGH
INNOVATION

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5 NEW RTO CURRICULUM



A MESSAGE FROM OUR CEO

WELCOME TO THE SEVENTH EDITION OF DRILLTORQUE

A summary of Q4 2020, and welcome to 2021!

WELCOME TO 2021

As we look into the new year, there are many great opportunities for JSW. We are in a buoyant market and we are well placed to take advantage of opportunities as they present themselves.

Over the last six months we have strengthened our company in many ways.

A few standouts are:

1. Our maintenance and production teams both on and off site have implemented a new systemised approach and it's working very well. Our fleet reliability is increasing and our results are more predictable. This is a testament to Michael Kostarelas and the employees within these teams.
2. Our strong commitment to health, safety and quality assurance has been recognised in the form of the recent recertification of our systems to the new ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards.

I know Bob McNair would be the first to acknowledge the efforts of everyone to get us to this point, but it was by Bob's drive and leadership that did it so well.

3. Our projects are all on track. A special thank you to all project managers and supervisors for staying on top of your goals and targets for the last six months. Your drive, enthusiasm and professionalism underpins our business.

GROWING THE COMPANY

This year, our objective is to leverage off the solid foundation that we have set down and to grow our business. There are many great opportunities out there and our mission is to seek out the right ones for JSW.

Last year we welcomed Tim Jennis to our team as Chief Estimator. Tim's experience and practical approach to tendering has been a great addition to the company. We will soon be employing a Business Development Manager and will be leaving no stone unturned in an effort to maximise our company for the benefit of all.

NEW STARTERS

I would like to extend a warm welcome to all who have recently joined us. My promise to you is that JSW will provide you with opportunity to grow, to learn new things and to contribute your ideas. I invite you to wear your JSW shirt with pride and strive towards delivering your best at all times. Together we are a great team, make us proud!

Best regards,

WARREN FAIR – CEO

WELCOME TO 2021

A MESSAGE FROM MANAGEMENT

Your management team shares with you an insight into their lives, why they like the mining industry, their career achievements and some worldly advice.



WARREN FAIR / CEO

Why Warren loves the mining industry:

The industry we work in is so open to innovation and new ideas and the new generation of people coming through are so adaptive and responsive to the hunger for change and improvement.

STEVE PAYNE / GM – OPERATIONS

What Steve enjoys most about working at JSW:

The freedom to dream, to think of solutions, pursue ideas and the trust and patience given to try and fail on the journey to success. The people, the long-term associations with both employees and suppliers and the friendships formed.



JAMES CHOMLEY / GM – DEVELOPMENT

What is James passionate about:

Delivering on our commitments through the provision of safe, productive and profitable services for our clients; building a business that is known for its teamwork and culture; and striving to succeed in the face of adversity and challenges.

CHRIS PARKINSON / CFO

What does Chris enjoy most about working at JSW:

I enjoy working with some of the drilling industry's most experienced and knowledgeable people. Seeing the JSW team apply their collective expertise to deliver great outcomes to clients is very rewarding.



SIMONE WOOLSTON / TECHNICAL MANAGER

What Simone enjoys most about working at JSW:

Working with a great team, enjoying the challenges and the need to learn new technologies in order to provide state of the art systems for everybody.

MICHAEL KOSTARELAS / PLANT MANAGER

What is Michael passionate about:

Being respectful, good planning, robust systems and a focused team, always challenging the status quo through continuous improvement and developing individuals to achieve results.



BOB MCNAIR / HSET MANAGER

A highlight of Bob's career at JSW:

In 2017, Bob managed JSW's first ISO Certification process, taking JSW Australia to full national accreditation over a period of ten months. Maintaining both ISO Certifications and the JSW RTO status has been both satisfying and challenging.

JEFF BRANSON / SENIOR EXECUTIVE OF IDAT

What inspires Jeff about the mining industry:

The way the West Australian mining industry as a whole seeks to continually improve safety and productivity.



LEADERSHIP TRAINING

CREATING POSITIVE CHANGE AND OPEN COMMUNICATION

The Solomon site leadership and supervision team have been working with Roy Fitzgerald to explore new leadership styles and skills, which will be executed and rolled out company-wide.

As we know, great teams require great leaders. In support of the professional development and training of our site leaders at the Solomon project, we have engaged Roy Fitzgerald, Principal Consultant at Environmental Resources Management (ERM). ERM is a leading global provider of environmental, health, safety, risk, social consulting services and sustainability related services.

The focus of this training is to develop 'in common' tools which can be adopted by site supervisors and leaders, as well as our drillers who play an important role in mentoring their crew, managing their rigs and setting the standard for the next generation of employees.

We encourage all employees to participate and consider how language and actions can influence the work environment.

LISTEN

Listen to the language and trajectory of the words. Maintain attentiveness, eye contact and presence in the discussion. Suspend personal agenda and consider nuances and cultural differences.



USE SPACE

Use a relaxed space, tolerate opinions of others and create trust by not rushing the conversation. Establish a relationship and maintain a good rapport with mutual respect. Stay focused and not distracted.

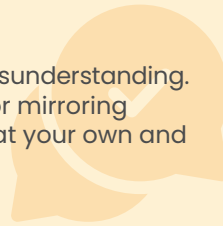


FOCUS ON PEOPLE

Focus on people and create comfort. Recognise your own and other's personal biases and interests. Demonstrate respect and allow people to be confident.

CONFIRM UNDERSTANDING

Confirm content in your own words to avoid misunderstanding. Clarify content of the conversation and look for mirroring posture if unsure. Check feedback by looking at your own and other peoples body language.



ASK OPEN QUESTIONS

Ask open questions by asking 'what' and 'how'. Assist discovery of a theme. Don't steer or the conversation. Reframe and confirm.

AROUND OUR SITES

ALCOA CREW WORKING TOGETHER

Facing difficult terrain, production targets and the hot Perth Summer, the team come together.

Our crews have been working well over the past few months with rigs working in difficult terrain to ensure we complete the clients' requirements in a safe and efficient manner, while maintaining a high level of accuracy with sample data.

The maintenance and supervision crews have kept the equipment operating at high availability levels whilst also having the work areas prepared in-front of the drill crews to keep the operation running smoothly and with no hold up.

As our rigs continue to perform, we are meeting production targets for our client, all with a small environmental footprint.

As the Summer sun warms up, hydration testing is at the forefront of our site safety focus. Company procedures are being adhered to ensure crews and equipment can operate under difficult conditions with minimal risk.



The Equus tackling challenging terrain in the south-west region.



Crew members on site with the Equus rig.

CONGRATULATIONS TO JUSTIN WEBSDALE – Q4 WINNER OF THE JWB AWARD

Justin has been recognised for his outstanding work ethic and going above and beyond, day in, day out!

Congratulations to Justin Websdale, Offsider at Solomon on being named as the Q4 winner of the JWB Award.

During a safety stop, Justin used his initiative and creativity to come up with the phrase 'Chill before ya Drill'. This catchy slogan encourages all personnel on site to take a step back and consider the possible hazards and controls that are present, prior to starting a task.

This memorable phrase resonates well with the crews on site and can be effectively applied to any task, increasing safety and mindfulness.

Stickers of the slogan were created and placed in strategic positions on equipment and in work areas.

We would like to thank Justin for going the extra mile and demonstrating our values of passion, collaboration and safety. It's fantastic to see crew members contribute their ideas and initiatives to make a positive impact on site.



A 'Chill before ya Drill' sticker in action at Solomon!



Justin working hard.



Justin Websdale, winner of the Q4 JWB Award.

Q&A WITH JUSTIN

- | | |
|-----------|---|
| Q: | How does it feel to be nominated for – and win the JWB Award? |
| A: | It feels great to be the third winner of the JWB Award and first offsider. |
| Q: | What do you think makes a good leader? |
| A: | A good leader is someone who is willing to and has the patience to slow down and teach others who don't know or fully understand. |
| Q: | What do JSW's values mean to you? |
| A: | Demonstrating JSW's values means taking a lot of pride in your work. |
| Q: | What is the best piece of advice you have received? |
| A: | The best piece of advice I have received since being at JSW is from Lance Pink, Project Manager at Solomon, and it is: "Don't get worked up worrying about what everyone is doing – worry about what you're doing instead." |

CALLING FOR YOUR CONTRIBUTION!

NOMINATIONS ARE NOW OPEN TO ALL EMPLOYEES

We are excited to announce that nominations are now open to all employees! Contribute by nominating your fellow teammates for their achievements. You are the ones on the ground and see their hard work each day!

You will start seeing posters around site and we encourage you to have a read.

Nomination forms and boxes will be in crib rooms or lunch rooms, so have your say and get nominating!

ON SITE ACHIEVEMENTS

SHOUT OUT TO A FEW SHINING STARS

A few employee highlights have been sent through this quarter, congratulate your teammates on their achievements!

PASSION
COLLABORATION
DETERMINATION
SAFETY

DAVID CROCKERHAM Solomon	<p>Dave's on-road vehicle mechanic knowledge and drill rig diagnostic skills are exceptional. He has great time management, understands the importance of machine availability and completes tasks without compromising safety. His safety record has been fantastic and he follows all procedures. Dave displays the leadership skills that JSW strive for in their employees.</p>
JASON WEST Alcoa	<p>Jason has recently completed his Cert II in Drilling and advanced to Trainee Driller, he is a great, reliable crew member who is continually progressing since getting the job.</p>
JIMMY HUTCHINS Alcoa	<p>Jimmy recently celebrated 10 years of service with JSW working in multiple roles and will always get the job done.</p>
JOEL KELLY Robe Valley	<p>Going beyond and assisting in having a record blasting BCM month for the project in December - we had a few issues arise but Joel didn't let these get in his way, the job was done safely and successfully.</p> <p>When our client asked us to come up with an engineering control so the driver can see if there are explosives on the vehicle, Joel came up with the idea of a pilot light being installed into an existing circuit. Sometimes the simple ideas are the best solutions. Well done Joel.</p>
JOEL WAENGA Solomon	<p>Joel has recently been promoted to Relief Driller on BBURG Rig 91. Joel has 14 years of experience drilling on horizontal drill rigs and has picked up the RC technique remarkably well. His mature and level-headed personality is teamed with his great work ethic.</p>
KEITH GRIMLINGER Alcoa	<p>Keith started on the project in 2017 as an Offsider, advanced to Driller and is a competent and consistent operator.</p>
LAURIE PRATT Robe Valley	<p>Laurie always has a positive attitude whatever the situation.</p>
MITCH CUNNINGHAM Alcoa	<p>Mitch has been a site fitter since the start of the project, continually gaining experience and mentoring crews to achieve great results.</p>
RYAN MOSEDALE Boddington	<p>Going above and beyond onsite, supervising and repairing the rigs.</p>

RTO PROGRAM INITIATIVE

A new training initiative places all new starters into a Cert II of Drilling.

In a stance to educate our new starters and improve safety, upgrade skills and deliver a high quality job for our clients, all new starters who join JSW will be enrolled in to a Cert II of Drilling at the commencement of their working contract. In the past, only those who passed the three month probationary period were enrolled.

CONGRATULATIONS TO RECENT CERT II GRADUATE, JASON WEST



Congratulations to Jason, who has recently completed a certification through JSW's Registered Training Organisation and is advancing to Trainee Driller!

Jason is a diligent and reliable worker and makes a valuable team member. Congrats Westy, you did a great job and we look forward to following your career progression and future achievements!

JSW FAMILY & FRIENDS CHRISTMAS PARTY

SANTA CAME TO VISIT

A party at Adventure World and a lot of gifts left the kids happy!

After a long and challenging year, the annual JSW Christmas party was a welcome opportunity for employees and their families to come together and enjoy a day of thrills and spills at Adventure World.

The highlight of the day was a visit from Santa and his helpers, who brought special gifts to the children.



The children each received a special gift from Santa.



Santa and his helpers paid a visit!



Mark racing at the Targa West Make Smoking History event in September.
Photo credit: Brett Sandells Photography



2019 Porsche 911 GT3 RS decked out in the JSW logo!
Photo credit: Brett Sandells Photography

SPONSORED RACE CAR

RACING OUT OF HERE

Mark Cates, owner of Axis Hire Equipment and key supplier to JSW spends his downtime driving the tracks, promoting us!

Axis Hire has been a valued supply partner of JSW for many years. Mark Cates, Managing Director at Axis Hire is not only well known in the equipment rental industry, but also among Australia's motorsport enthusiasts.

Mark is an exotic car enthusiast and self confessed 'rev head', participating in and sponsoring events throughout Australia.

His fleet includes a Ferrari 488 Spider, a Nissan R35 GTR and the JSW sponsored 2019 Porsche 911 GT3 RS (pictured).

In the recent 2020 GT Fabrication Targa Bunbury Sprint on 5 December, Mark and his navigator, Declan Stafford placed 7th overall and 3rd in their class (Targa Cup 2WD over 2000cc), hitting the tarmac in his 2019 Porsche 911 GT3 RS. A fantastic result!

HR UPDATES

5 & 10 YEAR SERVICE ANNIVERSARIES

CONGRATULATIONS TO BRIAN, CRAIG & CODY!

5 and 10 years of service is a milestone achievement and we thank you for completing it with us.

5 YEAR MILESTONES

NAME	START DATE
Cody Lawson	22 December 2015

10 YEAR MILESTONES

NAME	START DATE
Brian Bennett	01 October 2010
Craig Lalla	11 October 2010



JSW

PASSION
COLLABORATION
DETERMINATION
SAFETY

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