

DrillTorque

EDITION 17

JSW

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A MESSAGE FROM OUR CEO

WELCOME TO THE 17TH EDITION OF DRILLTORQUE

2024 has gotten off to a great start. The mineral division commissioned two new JSW built Equus drills, taking the fleet to eight low-environmental impact precision samplers. The plant division has trialled the use of artificial intelligence (AI) with great success, making the work environment safer. The AI has worked so well that we're now rolling it out across the drilling fleet for use in other safety applications.

In the drill & blast division the Boddington crew reached a significant milestone, achieving record metres in January and have drilled over 5.5 million metres of blast holes since the project commenced. At the Ceres Urea project the civil crew has been delivering innovative, sensitive blasting with a consistently high performance - protecting established infrastructure and important heritage sites.

Congratulations to everyone - it takes a great deal of effort and great teamwork to create these successes - well done!

In Bibra Lake we have seen PeopleStart join the team to support the business in recruitment, onboarding and human resources matters. For recruitment and onboarding Vaniya Siddiqui is supporting the mineral division and Tess Lazaroo is supporting drill & blast and the administration team, whilst Dayna Edwards will provide oversight of the human resources matters.

SAFETY & TRAINING

We reached another safety milestone in February - 1,250 days LTI-free. Well done to everyone on your safe approach to the work we do, identifying and mitigating hazards, making improvements and always following the safe operating procedures.

JWB AWARDS

It is a pleasure to announce JWB Award winners - Q4 2023 winner Alan Bartle, Q1 2024 winner Jack Savage and the Most Consistent overall winner for 2023 Chris Taylor. Congratulations! More on their efforts on page 5.

Keren Paterson

KEREN PATERSON

JSW CEO and Managing Director

NEW PRODUCTION RECORD AT BODDINGTON

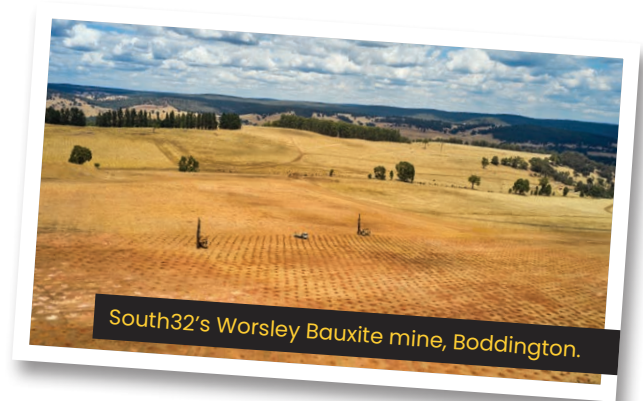
CREWS SMASH PREVIOUS RECORD

Earlier this year, we reached a record number of metres drilled on site at South32's Worsley Bauxite mine in Boddington.

We have been on site at Boddington for over 10 years, making it our longest standing project in the drill & blast division to date.

Over this time, the crew has drilled more than 5 million metres of blast holes for the client and in January, we achieved a monthly record of 67,700m with a rig availability of >95%. Impressive!

Congratulations to all who were involved in enabling this milestone to be reached safely and productively.



MINERAL DIVISION

EQUUS RIGS UPDATE

FLEET EXPANDS TO EIGHT

Our fleet of game-changing mineral sampling Equus rigs has gone from strength to strength with two new additions.

NEW ADDITIONS TO OUR FLEET

Our drill manufacturing division recently completed the build of another two of our environmentally sensitive sampling rigs, the Equus. The addition of new rigs - 103 and 104 - brings the total number of these small footprint rigs on site at the Alcoa project area to eight.

The rigs are currently sampling ahead of a planned strategic drilling program due to commence next month.

Congratulations to everyone who was involved in the build and commissioning process. These rigs continue to enable our crews to deliver precise, high-quality samples even in the most challenging terrains.



AI CAMERAS – A SAFETY INITIATIVE

The Equus drilling team has successfully trialed an artificially intelligent (AI) camera to enhance the safety features of the drilling operation.

The cameras use AI technology to effectively distinguish between the surroundings and a human approaching an exclusion zone, with the cameras alerting the operator to their presence.

The trial was so successful the cameras will be fitted to all the Equus rigs and teams at other projects are looking to implement the cameras in other safety initiatives.



WHAT IS 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 for going the extra mile.

Each quarter, we encourage employees to nominate a colleague they think deserves to be recognised for their consistent hard work and positive contributions. At the end of the quarter, one winner is chosen by our executive team and announced on social media, on site and in the newsletter.

In addition to our four quarterly winners, we introduced the Most Consistent Award in 2022, presented to the employee who has received the most nominations at the end of each year.

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 navigating the business to where we are today.

Who deserves to be nominated?

Someone who...

- Continuously demonstrates our values of passion, collaboration, determination and safety
- Has achieved something great or reached a milestone target
- Goes above and beyond to support their crew members, both on and off site
- Has introduced a safer or more productive way of doing things



How can I nominate?

You can nominate a colleague using the online nomination form. A link to the form will be sent to you via SMS at the end of each quarter, or it can be accessed by scanning the QR code below.



OUR PAST WINNERS!

2020	
Q2 Mick Garrity Maintenance Manager – Solomon	
Q3 Jamie Pitman Supervisor – Solomon	
Q4 Justin Websdale Offsider – Solomon	

2021	
Q1 Josh Kennard Driller – Mt Magnet	
Q2 Austin Cameron Fitter – Mt Magnet	
Q3 Matt Mudge Driller – Youanmi	

2022	
Q1 Geoff Dean Relief Driller – Solomon	
Q2 Simone Woolston Technology Manager – Bibra Lake	
Q3 James Garcia Senior Offsider – Tampia	
Q4 Krys Jones Project Manager – Yangibana	
Most Consistent Rachel Vulaki Administration Officer – Bibra Lake	

2023	
Q1 Kate Reed Payroll Officer – Bibra Lake	
Q2 Bruce Allsop Supervisor – Alcoa	
Q3 Rick Iwanow Boilermaker – Bibra Lake Workshop	
Q4 Alan Bartle Driller Fitter – Alcoa	
Most Consistent Chris Taylor Driller – Western Range	

Roles and sites listed as of time of award

JWB AWARD

RECOGNISING OUR LATEST JWB AND MOST CONSISTENT WINNERS

Congratulations to our recent quarterly winners, Alan Bartle and Jack Savage, and the 2023 Most Consistent Award winner, Chris Taylor.

Q4 2023 winner, Alan, is a drill fitter in our minerals division and has been with JSW for just over a year. In this short time he has proven himself to be a valuable member of the team who was recognised by his peers for his can-do attitude and proactive approach to problem solving.

Q&A WITH ALAN

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

I joined in January 2023 as a drill fitter.

Q: What do you enjoy most about working for JSW?

The great working environment and exceptional work crew. I love working in the forest in WA's southwest and enjoy the challenges this site brings, along with the opportunity to work on the unique Equus rigs.

Q: What is your definition of success?

To have time to do the things I enjoy with the people I love most.



The first quarterly JWB Award for 2024 was awarded to Jack Savage. A trainee driller at our Solomon project, Jack consistently strives for new heights, both on the levers and when offsideing.

Q&A WITH JACK

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

I first joined JSW in 2021 as an offsider with ambitions of working on drills, I've since progressively made my way up the ranks to become a trainee driller and am currently working through my Cert III in Drilling Operations to become a qualified RC driller.

Q: What do you enjoy most about working for JSW?

While working for JSW, I've most enjoyed the work environment and the crews up on site, who make the work a fun and exciting experience with new challenges each day.

Q: What is your definition of success?

Success to me is about reaching goals and ambitions that I strive to achieve and always setting new targets to reach a new level of success, once the previous goals have been achieved.

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

The best bit of advice I have received, is that with every uneasy situation, there is something to be learnt and gained to help expand your knowledge and help you progress in the future.



The Most Consistent Award recognises a member of our team who has been nominated by their peers, time and time again.

Chris Taylor, driller in our drill & blast division was nominated more than anyone during 2023. Chris has been recognised for a long list of outstanding attributes including his dedicated approach to quality, safe and efficient drilling, always having a positive attitude and his willingness to go the extra mile to help out his crew.

Q&A WITH CHRIS

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

I joined in April 2023 and have worked as a blast hole driller.

Q: What do you enjoy most about working for JSW?

I most enjoy the people I work with.

What is your definition of success?

Setting goals and ticking them off the list.

What is the best piece of advice you have received?

"Be good to your mother".



PEOPLE NEWS AND MOVES

SHOUT OUTS FOR NEW ROLES AND NEW FACES

Over the last few months, we've welcomed a new addition to the team and recognised some outstanding achievements.

WELCOME RORY

Rory Reed has joined us in the role of Technical Services Manager. Rory is a mining engineer from the WA School of Mines with 15 years' experience in open pit and underground mines across Australia and Africa in base and precious metals. In his role at JSW he is responsible for our tender estimations, business development and supporting the drill & blast team with his technical knowledge and capabilities.

When he's not working, you'll find Rory on a golf course!

PROMOTIONS

We'd like to give a shout out to a few of our exceptional team members working at our Alcoa project who, through dedication and hard work, have progressed in their roles recently.

Heke Buchanan has been promoted to supervisor and is excelling at training our new starters and trainee drillers.

Dave De los Reyes, Bevan Gray and Reece Jones are now drilling full time and Nathan Meehan, Dylan Clarke and Roy Lenton are proving their skills as trainee drillers.

Jonothon Moller commenced with JSW in May 2022 as a member of our shotcrew and was recently promoted to the role of shotfirer after successfully obtaining his shotfirers ticket.

Well done team!



Rory hitting the green at a recent WA Mining Club golf day.

HR UPDATE

NEW HR SUPPORT

INTRODUCING PEOPLESTART

We are pleased to welcome Dayna Edwards, Tess Lazaroo and Vaniya Siddiqui from PeopleStart to the JSW team!

Dayna, Tess and Vaniya join us as our outsourced HR team to support JSW in all areas of human resources, including recruitment, and mobilisation.

You can contact them on hr@jswdrilling.com.



SERVICE ANNIVERSARIES

Congratulations to our employees who celebrated their 3, 5 and 10 year service milestones with us recently.

3 YEAR MILESTONES

NAME	START DATE
Dustin Moore	27 January 2021
Josh Mason	15 February 2021
Douglas Kasule	12 March 2021
Jack Savage	17 March 2021
Paul Mitchell	12 April 2021

5 YEAR MILESTONES

NAME	START DATE
Michael Robb	07 January 2019
Clint Berry	12 February 2019
Cameron Dearle	13 February 2019

10 YEAR MILESTONES

NAME	START DATE
Lance Pink	06 January 2014
Mitch Cunningham	18 March 2014
Andrew Jowett	07 April 2014

HR UPDATE

POLICY UPDATES

DO YOU KNOW WHAT'S IN THEM?

We have recently updated some of our corporate governance policies. Take some time to familiarise yourself with them.

Our corporate governance policies ensure our obligations and responsibilities to all stakeholders, including our employees, are met through our corporate governance practices.

With some of them having recently been updated, it's worth taking some time to familiarise yourself with these documents. You can find the following policies on our website on the 'Governance' page.

- Environmental Management Policy
- Health and Safety Management Policy
- Quality Management policy

JSW has lodged the 2023 annual public report with the Workplace Gender Equality Agency. If you wish to view the report you can access it [here](#) or contact hr@jswdrilling.com. Employees may comment on the report by emailing us at hr@jswdrilling.com or to the Agency.



JSW
DRILLING

PASSION
COLLABORATION
DETERMINATION
SAFETY

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