

DrillTorque

EDITION 15

JSW

DRILLING



3 1,000 DAYS LTI-FREE!

3 WESTERN RANGE IN FULL SWING

5 JWB AWARD WINNERS



A MESSAGE FROM OUR CEO

WELCOME TO THE 15TH EDITION OF DRILLTORQUE

Well, we are now well passed the half way mark for 2023!

First up, I'd like to recognise again our 1,000 day LTI-free milestone that we hit back in June. What an achievement! More on this on page 3.

DRILL & BLAST DIVISION

Western Range is now in full swing and will add further experience to our already strong track record in successful heritage works.

Boddington remains consistent with the potential for an increase in scope in the coming months.

MINERAL DIVISION

After a few challenges recently, Solomon is back on track and the new BBURG continues to perform well onsite. At our Alcoa operations, work is tracking nicely with the sixth Equus delivered ready to hit the ground running for the start of the next season.

HR

As most of you should now be aware, we have updated our leave policy to help you understand your leave entitlements in light of the changes in regulation. We hope the new policy simplifies the information for you and provides a resource for you to refer to if in doubt.

JWB AWARD

Our JWB Award winners for Q1 and Q2 are our Payroll Officer Kate Reed and Alcoa Supervisor Bruce Allsop respectively. A huge congratulations to these two very deserving winners. Find out why they won on page 5.

Best regards,

WARREN FAIR – CEO

1,000 DAYS LTI-FREE!

MILESTONE CLOCKED IN JUNE

In June, we hit a huge safety milestone, reaching 1,000 days LTI-free.

At the time of publication, we had surpassed 1,046 days LTI-free – a very impressive performance.

Our CEO Warren Fair commented:

“A milestone of this magnitude is the result of creating a culture where a safety-first focus is embedded in every aspect of our business, from the top down and the bottom up.

“We are very proud of each and every JSW employee who has made this possible. It not only demonstrates the strength of our systems and processes, it shows just how committed we all are to making a difference.

“Awesome work everyone!”



DRILL & BLAST DIVISION

WESTERN RANGE

LATEST PROJECT IN FULL SWING

New scope and some new faces!

Our latest drill & blast project is in full swing! Located near Paraburdoo, this five month scope is delivering civil drill & blast works for client CPB Contractors with design in heritage sensitive areas.

Our crew of management, engineering, drill, blast, and maintenance personnel are supported by two of our THH GD5000 rigs and our DTH Sandvik Leopard drill.

We have been delighted to welcome some new faces to this project, with Lara and Jacinta joining our shotcrew, and Matt coming on board as our MPU operator.



JSW AT WA MINING CLUB LUNCHEON

PROMOTING OUR SENSITIVE BLASTING EXPERTISE

JSW sponsored its first Western Australian Mining Club luncheon in June.

Keeping our project pipeline full and our rigs and people busy is a never-ending task and we are always looking at new ways to keep JSW front of mind when miners are needing drilling services.

In June we sponsored for the first time the monthly WA Mining Club Luncheon which had the very relevant topic of 'Regulation and Relationship'. This was a timely theme which sparked interesting discussions and was well suited to us sharing our own expertise in sensitive drill and blast.

We had solid representation at the event with our CEO Warren Fair, Drill & Blast Manager Guy Mola, Drill & Blast Operations Manager Luke Fletcher, Senior Projects & Estimation Engineer Kris Kadlucky, Project Manager Kris Jones and BD Manager Rob Strickland all in attendance.

It was a great opportunity to make new connections and assess opportunities, and we intend to sponsor more luncheons in the future as part of ongoing business development.



Warren Fair with other sponsors and speakers at the June WA Mining Club luncheon.

MINERAL DIVISION

STOP FOR SAFETY

TAKING ACTION AT ALCOA

Chris Casey, Exploration Driller at our Alcoa operation, has been recognised for his actions and initiative to ensure a safe environment for crews and the general public.

Our Alcoa operation, nestled in WA's southwest region, is surrounded by areas rich in flora and fauna and is popular with hikers and trail walkers. This means, unlike our more remote projects, our crews in these areas need to be aware of the public in and around drilling operations and the risks this can involve.

Chris Casey was on shift recently when he noticed two trail walkers walking along the edge of the road near to where crews were drilling. He stopped to ask if they needed help, took the time to give them directions and made sure they were heading in the right direction on the Bibbulmun Track – perfectly demonstrating one of our core values – Safety – and our client's 'Care for People'.

Chris followed the correct reporting procedure, raising the encounter at the end of shift to alert other crews be observant of more hikers in the area as the weather continues to cool.

Chris' efforts were recognised by Alcoa and he was awarded with a 'STOP Coin' and letter of commendation from Alcoa's Exploration Manager, Tim Pearman. Great effort, Chris!



JSW Project Manager at Alcoa Lance Pink congratulates Chris Casey.

JWB AWARD WINNERS FOR Q1 AND Q2

CONGRATULATIONS TO KATE REED & BRUCE ALLSOP

Our Payroll Officer Kate Reed and Site Supervisor Bruce Allsop have taken out the JWB Award for Q1 and Q2 respectively.

KATE REED

Kate joined the Bibra Lake team in 2020 and has since continuously gone above and beyond to complete every task to a high standard of quality and accuracy, and ensure all employees are paid on time, every time.

In recent months, she has taken on additional responsibilities and has handled the increased workload with ease. She has a consistently positive attitude and is a pleasure to work alongside.

Q&A WITH KATE

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

I joined JSW in 2020 as a Payroll Officer.

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

I enjoy the banter I have with other JSW employees, and I am grateful for the friendships I have made along the way.

Q: What is your definition of success?

For me, I believe that you need to define success on your own terms. If you are living your life the way you want it, then you have succeeded.

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

"If you want to change the world, start off by making your bed" – William H. McRaven (US Navy Admiral)



Kate receiving her award from our CFO Chris Parkinson.

BRUCE ALLSOP

Bruce, supervisor at our Alcoa operations in the Peel region, goes above and beyond in his role and consistently works at a high level.

Recently he needed to stay home to look after one of his sick children so he drove to work early, did his morning supervisor duties and had left for home again by 5am as other crew members arrived.

He never hesitates to jump back on the levers when we're short and is a fantastic mentor and role model. Thank you Bruce.

Q&A WITH BRUCE

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

I started with JSW in August 2017 at the start of the Alcoa project as a trainee driller, then got put up to driller and now I'm supervising.

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

The people I work with and the job itself. It is great working out in the bush rather than stuck in the bottom of a pit somewhere!

Q: What is your definition of success?

Success is a constant journey; it is about being persistent, resilient when you fail and always doing your best in order to achieve your goals.

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

Listen to other people's advice, you never know what you may learn from them.



Bruce Allsop with his award.



CHRIS TINKLER COMPLETES DOUBLE DIPLOMAS!

LEADING THE WAY IN WORKPLACE TRAINING

Chris Tinkler Project Manager at our Solomon project has recently completed his Diploma and Advanced Diploma in Drilling Operations.

Chris, who will be celebrating his 19 year service anniversary this year has been an integral part of the JSW team for almost two decades. First joining JSW as an Offsider, he has progressed through the ranks working as a Driller and Supervisor before moving into his current position as Project Manager at Solomon, which he has been in for almost 10 years.

Chris undertook the Diploma and Advanced Diploma to further his skills and knowledge, with the goal of adding value on site, and being able to further develop and train his crews. Both courses are a Recognition of Prior Learning (RPL), with Chris drawing on the abilities and experiences he has built up over his career.

With both training courses being an RPL, there were no learning materials provided, meaning Chris had to use his own knowledge, research and the support of peers and the senior leadership team. He was enrolled in both courses simultaneously and had 12 months to complete them.

Chris completed the diploma in around five months, took a quick break (from thinking!), then completed the advanced diploma in approximately four months, with most of the work completed at home on top of his usual work responsibilities. He passed both on the first attempt – an outstanding achievement!



NEW LEAVE POLICY UNDERSTANDING THE CHANGES

New changes to leave entitlement regulations are now in effect.

To ensure that you have access to up to date information on your leave entitlements, JSW has updated its leave policy, which provides information on all leave entitlements available to you under the National Employment Standards (NES).

Some key changes (as per the regulatory changes) relate to:

- Provisions for family and domestic violence leave
- Parental leave entitlements, with further regulatory changes anticipated
- Public holidays and how they interact with other forms of leave and with rosters for employees on shift work

The updated Leave Policy is available on Employment Hero and you will have received notification of the availability of the new policy and a request to acknowledge that you have read the policy.

As always, your manager will be your first point of contact for any queries about the policy as well as to discuss and manage your leave. You or your manager can also contact HR for clarifications or specific queries about the policy. You can contact HR on hr@jswdrilling.com.

CREATING HEALTHY HABITS

INTERNATIONAL MEN'S HEALTH WEEK

This year's theme for International Men's Health Week was 'Healthy Habits', taking small actions to create an overall positive change.

In recognition of International Men's Health Week, held every year in June, we set you a daily challenge to introduce seven new healthy habits over seven days.

Making a health and lifestyle change can often feel overwhelming, however making small, positive habits a part of your daily routine is a much more manageable way to achieve better health.

Over the seven days, we encouraged you to:

HEALTHY HABITS



7 days, 7 ways to improve your health

#1 Drink 2L of water

#2 Get 30 minutes of exercise

#3 Get 8 hours of sleep

#4 Eat 2 serves of fruit and 5 serves of veg

#5 Consume alcohol within the recommended ADF guidelines

#6 Wear sunscreen

#7 Floss when brushing your teeth

Although it takes longer than a day to make a habit, simply by starting is a step in the right direction.

You can start anytime!

SERVICE ANNIVERSARIES

Congratulations to all our people who reached five years with JSW over the past few months.



5 YEAR MILESTONES

NAME	START DATE
David Williams	03 May 2018
Guy Mola	03 May 2018
Warren Fair	21 May 2018
Luke Fletcher	21 May 2018
Daniel Tiani	25 June 2018
Hartley Strugnell	09 July 2018
Neil Muir	17 July 2018



JSW
DRILLING

PASSION
COLLABORATION
DETERMINATION
SAFETY

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