

DrillTorque

SUMMER 2019/2020

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LEADERS THROUGH
INNOVATION

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A MESSAGE FROM OUR CEO

WELCOME TO THE SUMMER 2019/2020 EDITION OF DRILLTORQUE.

It has been a period of challenges, and we are navigating well with your help – thank you.

Recent declines in the price of lithium and thermal coal, as well as broader global economic conditions impacted a range of Australian mining projects. For JSW this resulted in Bald Hill ceasing operations and JSW's Alliance contract at the Batchfire Callide Project finished up in December. Both operations were completed safely with all production targets met throughout the contract. This is a credit to all JSW personnel involved, well done in what at times were challenging operations.

Since then we have won valuable new contracts in drill and blast and grade control, whilst in safety we have excelled, reaching **2000 DAYS LTI FREE** on 23 February and we will see our TRIFR below 3 if we can finish March without a recordable injury. On behalf of the Board, management team and myself we thank you for your ongoing commitment to safety. Now, let's reset our safety targets and aim for 3000 days LTI free and further reductions in our TRIFR!

COVID-19

The global Covid-19 pandemic is impacting all of us and is expected to continue in coming months. Most impacts are out of our control such as government-imposed restrictions on travel, safe social distancing and closure of non-essential services. This has created uncertainty and stress for everyone and our management team and Board have been working on plans and responses. To date we have been fortunate that our operations have not yet been significantly affected, but we are aware that things can change rapidly.

Our plan is to deal with Covid-19 in two ways;

Firstly, we abide by the restrictions that have been

put in place as they are the best outcome for our society.

Secondly, we need you to control what you can control at an individual level.

- We need you to focus on keeping yourselves healthy by observing the hygiene practices we have in place and acting diligently on the implementation of social distancing advice.
- If you have cold and flu symptoms, isolate yourself to prevent any spread within your work groups, and reach out to your supervisors for advice.
- We need to modify our activities to reduce individual risk. For some that may mean undergoing more stringent travel and health reporting systems prior to accessing site, for others it could mean working from home to ensure business continuity and support ongoing field operations.

It is vital that we support and consider our families and the broader community at this time. At JSW that means safe implementation of our work, whilst reducing everyone's possible exposure to COVID-19 so our families, and the suppliers and contractors who depend on us will continue to receive the benefits of our work.

Finally, please take pride in the fact that your work is contributing to supporting many others with ongoing employment. Look after yourself, your families, work colleagues, neighbours and especially those most at risk and the elderly.

The choices we all make now, regarding our health and commitment to work will have a widespread impact on our families, businesses and indeed our nation. Thank you and be safe in all you do.

**HAVE YOUR SAY
IN THE 2020
EMPLOYEE SURVEY**

SUMMER 2019/2020 – JSW DRILLTORQUE

The JSW 2020 Employee Survey opens at 8am Thursday 26 March and will be sent to all employees via email.



JSW LAUNCHES NEW EMPLOYEE RECOGNITION PROGRAM

A new recognition program will be introduced to reward performance and positive behaviours across the business.

The program aims to strengthen team unity and collaboration, making sure that no matter where, when and how we represent JSW, we do it in a way that supports our operational goals and is consistent with our values.

As JSW strives for excellence in everything it does, it is important that our employees fully understand our key performance drivers, the role they play in our success, and how their contribution can make a difference.

The new recognition program will focus on individual contributions to the business with a particular focus on: performance, delivery, consistency, innovation, and team-work; and our values: passion, determination, collaboration and safety.

"This new initiative aims to create a common sense of purpose across the organisation by rewarding the achievements of high-performing individuals," says CEO, Jeff Branson.

"In the process we hope to create positive habits and motivate all employees to strive towards delivering work of the highest standard and value to our organisation.

"We also want to ensure that our values are reinforced through the program."

Features of the recognition program:

Four quarterly winners – one employee across the company will be rewarded each quarter, in March, June, September and December

One Employee of the Year – an overall most consistent employee will be chosen from the nominees throughout the year and will be announced in January as JSW's Employee of the Year

Nominations – employees will be nominated quarterly by either their line manager or site supervisor, based on set criteria

Selection panel – a senior management panel will evaluate nominations and determine the quarterly winners as well as the overall winner

Prizes – the four quarterly winners will each receive \$1,500 and a certificate, the Employee of the Year prize remains a *surprise*



ALCOA SAMPLE CREW PRIORITISING SAFETY IN THE SUMMER HEAT

With the hot start to the summer season and a high number of fire bans implemented by the Department of Fire Emergency Services, the Alcoa Sample Drilling Project crews have been working well to manage their hydration levels and look after their colleagues.

The team has implemented a number of safety precautions to keep JSW staff safe and avoid heat stress while they are working in thick bush and difficult conditions.

One key area of focus has been to ensure the field crews are aware of the entry and exit points

to their work areas at all times, in case they need to evacuate and their main entry point cannot be used.

The project implements hydration testing at the start of the warmer weather period and provides a means for personnel to self-manage their hydration levels during this period.

If you would like any additional information on how to 'manage the heat', please contact:

JSW HSEQ Manager, Bob McNair
bob.mcnair@jswaustralia.com.au



GD5000 drills are being used on the project.



The JSW crew at work under the Pilbara sky.

JSW CREW COMMENCES CIVIL BLASTING AT ROBE VALLEY IN THE PILBARA

JSW successfully completed the first blast at Rio Tinto's Robe Valley site in the Pilbara in January opening the way for the creation of the site's new Ammonium Nitrate facility.

The JSW crew, which has been drafted from Callide, Bald Hill, Boddington and Ramone, mobilised to site last December following completion of the project kick-off meeting and CRAW workshops with contractor CPB.

Prior to blasting, workshop areas were established and site crews undertook the required Rio Tinto training in firefighting, isolation and critical risk

awareness. Training was also provided in 4WD vehicles, first aid and civil construction resources.

Four GD5000 drills were mobilised to allow flexibility and availability for the operation.

The first blast took place on 10 January with further blasts in Mesa J and Mesa K after which the team's focus was shifted to Mesa A, B and C in February.

The crew has been carrying out all operations safely in the Pilbara heat.

JSW welcomes all new personnel who have joined the team for the project.

JSW LENDS A HAND AT BODDINGTON BAUXITE MINE

JSW and South32 Worsley Alumina recently worked together to upgrade infrastructure within the Boddington Bauxite Mine by installing a new power pole onsite.

Worsley was using a rock breaker and a small digger to break up the hard cap rock but it was becoming a lengthy process. When Worsley enquired if JSW could assist in drilling the hard cap rock to make it easier to dig the footings for the new power pole, the team was more than happy to help.

The overhead powerline was de-energised during these activities and JSW safely worked with the Worsley team to drill and remove the hard cap rock. Worsley was very pleased with the outcome of the service JSW provided – thanks to everyone who pitched in to get the job done!



JSW Montabert Drill Rig drilling hard cap rock at South32 Worsley Alumina Boddington Bauxite Mine.

CHALLENGING TASKS BRING OUT THE BEST OF JSW TEAMS

The first blast at the Mesa J Ammonium Nitrate Facility in January was a challenging task for the JSW team and it took collaboration and sheer determination to ensure the blast would be a success.

With steep, rocky terrain, temperatures as high as 47 degrees and swarms of ravenous flies, the conditions were less than ideal for drilling and loading. To make things even more challenging the operation was on a tight schedule and had to load and fire a shot within a single day, but the team was determined!

The explosives loading and stemming functions were a collaborative effort and everyone in the team pitched in to painstakingly bucket load and stem over 150 blast holes.

The determined JSW Team worked hard to achieve success.



**PASSION
COLLABORATION
DETERMINATION
SAFETY**



Bucket loading Ammonium Nitrate Fuel Oil (ANFO) into a blast hole while checking stem heights.

The shot served as most team members' first exposure to electronic detonators and the personnel from Davey Bickford played a big part in ensuring the quality and safety of the tie-in.

We are pleased to report that everyone involved made sure they took regular hydration breaks and rests from the manual labour as this was identified as an area of risk in the group pre-task risk assessment.

The end result was a successful blast carried out safely, on time and to the client's expectations – well done everyone! You certainly embodied our values of collaboration and determination to achieve that!

JSW ON FACEBOOK

JSW is widening its exposure and engagement on social media with the launch of its Facebook page.

The addition of Facebook to our social media mix creates an additional outlet for us to communicate with staff and keep them informed about developments within our business.

Up until now we have been using LinkedIn, where the focus has been on our external audiences.

Facebook will have a stronger internal focus with posts including important information from HR, staff recognition, new appointments and much more.



Staff will be able to share non-confidential information on significant moments in their working and personal lives, and acknowledge the achievements of their teams or workmates.

Please 'Like' our page at facebook.com/JSWAustralia and keep following for the latest news and updates.



Keren Paterson, finalist for the 2020 Outstanding Women in Resources Award.

KEREN PATERSON, FINALIST FOR 2020 WOMEN IN RESOURCES AWARD

Congratulations and good luck!

Keren Paterson, CEO and Managing Director of Trigg Mining and Non-Executive Director of JSW has been recognised as a finalist in the 2020 Chamber of Minerals and Energy Western Australia's Outstanding Women in Resources Award.

Established in 2010, the annual award recognises the outstanding achievements, leadership skills and contribution of women in the Western Australian resources sector and the impact they have made in working to build a world-class, gender diverse industry.

Keren's career has seen her progress from an underground miner to company founder, CEO and Managing Director of Trigg Mining. She has raised millions of dollars for exploration in WA and has a wealth of experience in leading feasibility studies, mine development and greenfields exploration.

Keren joined JSW in 2017, taking on a Non-Executive Director role and membership of the Audit and Risk and People and Remuneration Committee.

Her current mission focusses on exploring essential minerals to produce fertiliser for global food security, using sustainable mining practices and solar evaporation.

Over 100 influential individuals were nominated for the 2020 award, representing the increasing importance of gender diversity within the resources sector.

We wish Keren the best of luck and look forward to following her success in the future.

CELEBRATING OUR SERVICE MILESTONES

In each edition of DrillTorque we acknowledge team members who celebrate their 5th and 10th anniversaries with the company. Congratulations team and thank you! We look forward to featuring your names here again for your next milestones.

FIVE YEARS

NAME	START DATE
Jesse Darch	8 December 2014
John Phillips	8 December 2014
Aaron Peerless	28 November 2014



CHRIS TINKLER, AN OUTSTANDING 15 YEARS OF SERVICE!

Celebrating an honourable achievement!

Chris Tinkler, more commonly known as Tinks, started with Strange Drilling on 30 August 2004.

At the time he was on a backpacking holiday and had just finished a three month stint with RUC Mining on raise bores underground.

After dropping his resume into the Broadwood Street office, he secured a position offsiding, with his first assignment on Rig 4, drilling at Frogs Leg Mine outside Kalgoorlie.



Congrats to Tinks!

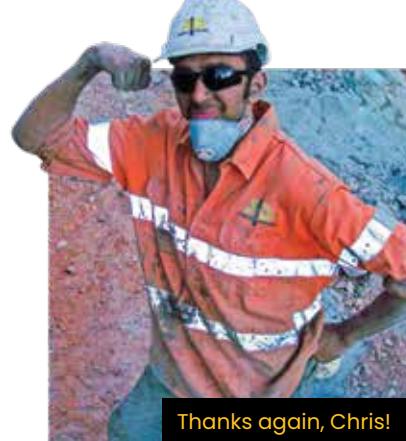
As a backpacker, Tinks could only work for three months with any one company and approached management about possible sponsorship for a working Visa. Strange Drilling loved his work and agreed to the sponsorship, which allowed Tinks to continue working for the company. The sponsorship was continued after Brandrill purchased Strange Drilling.

During the early part of his career with the business, Tinks moved between crews working with Neil Muir, Steve Payne and Trevor Brensell before becoming Chris Thomson's number one Offsider on Rig 6. Under Chris' guidance, Tinks learnt as much as he could, eventually progressing to doing relief drilling for Chris. He also learnt from Chris the 'right way' to make a sandwich!

In 2007, Tinks began working on Rig 9, affectionately known as 'Chloe' who became one of Tinks' greatest love affairs, and operated with a support truck dubbed 'Homer'.

Some interesting Tinks facts:

- His first name is actually John, which caused all sorts of issues booking him flights in the early days
- He holds a Bachelor of Science, majoring in Earth Science
- He has become an Australian Citizen
- He met his wife Alison while working in Kalgoorlie



Thanks again, Chris!

Tinks became the full-time driller on Rig 9, travelling with Chloe to a new FMG site at Solomon. Tinks arrived at the Solomon Project in 2007 which was just two caravans; Tinks lived in the caravan on the left and Mike Stebbings on the right.

As drilling expanded at Solomon and Eliwana, Tinks was promoted to a supervisor role in 2011 overseeing the three drills in the area. His sea container mobile office was half office and half bedroom, which ensured he was never late for work!



Solomon in the early days.



Tinks' trusty Rig 9, Chloe.

When the Solomon Grade Control Project was awarded in 2013 Tinks became the Project Manager for the operation and he is still there today running JSW's biggest and longest term contract.

Tinks is a great asset to JSW and makes many valuable contributions with his knowledge and experience. We congratulate him on achieving 15-years of service at JSW and look forward to him being part of the team for a long time to come.



Chris in action!

- He is a Muay Thai kick boxer, however after a number of wins a back injury put an end to a promising kicking boxing career



PASSION
COLLABORATION
DETERMINATION
SAFETY

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