

DrillTorque

Q1 2021
EDITION 8

JSW
LEADERS THROUGH
INNOVATION



**2 GET YOUR JWB AWARD
NOMINATIONS IN**

7 MEET THE PAYROLL TEAM

9 15 YEARS' SERVICE



A MESSAGE FROM OUR CEO

WELCOME TO THE EIGHTH EDITION OF DRILLTORQUE

An overview of some of our achievements so far in 2021.

ON TRACK FOR SUCCESS

In June 2020, we put together a strategic plan to guide JSW which focused on:

1. Ensuring consistent project performance
2. Watching our costs
3. Optimising efficiency

In order to achieve these objectives, we knew we needed to work together as a united team across all sites and departments. On top of this, we spoke of things such as:

- Ensuring we stay safe
- Having respect for one another
- Being prepared and willing to contribute as a team
- High quality reporting
- Following processes
- And above all, having **pride** in what we do

I am pleased to report that so far, we are well on track to achieve our goals for 2021 and would like to take this opportunity to thank you for coming together as a team and continuously going above and beyond. There are no limits to what we can achieve together.

Team JSW certainly has a lot to be proud of!

PROJECT WIN: TAMPIA

Client:	Ramelius Resources
Location:	Narembeen, Western Australia
Mobilised:	Saturday 20 March
Scope of Work:	Mineral RC Drilling
Key Equipment:	RG005



RECORD SET AT MESA C

Recently, at Mesa C it was all hands on deck when the most holes in a single blast were fired to date. Everyone stepped up and helped out to load and fire the blast over two days, with a total of 1,200 holes being successfully blasted.

Best regards,

WARREN FAIR – CEO



JWB AWARD NOMINATIONS ARE OPEN!

Following the successful introduction of our employee recognition program in 2020, it's over to YOU to recognise a teammate and nominate them for the quarterly JWB Award.

Is there someone in your crew who deserves to be recognised for their consistent hard work, demonstration of the JSW values or an outstanding achievement? If so, nominate them for the next JWB Award!

Nomination boxes have now arrived on site and can be found in the crib room or admin area, ready to take your vote. You can vote for as many team members as you deem necessary, so don't stop at one!

NOMINATE!



Fill out a nomination form and place it in the nomination box or email your nomination to awards@jswaustralia.com.

Make sure you include the name of the person you are nominating, their position, which site they are at and why you are nominating them.

The more details you give, the better the chance your teammate has of winning!

Each quarterly winner will receive a certificate, trophy and \$1,500 cash.

CONGRATULATE!



Make sure you're following us on Facebook to congratulate the winner and read about their achievement.



Nominations box filling up at Bibra Lake!

OUR FUTURE LEADERS

LEADERSHIP AND MANAGEMENT TRAINING

Our Leadership and Management Training Program aims to recognise and upskill the next generation of leaders within JSW.

Facilitated through our enterprise Registered Training Organisation (RTO), the Certificate IV in Leadership and Management is an invitation only course offered to those identified as emerging leaders.

The course provides the necessary tools and knowledge to lead a diverse workforce, forge team relationships and communicate effectively in a workplace, in addition to a number of other core skills required to successfully manage a team.

16 individuals have completed the training so far through JSW's RTO, with 10 graduating from the recently implemented Leadership and Management Training Program.

Congratulations to the following emerging leaders who have completed their certificate.

Chris Tinkler – has been recognised for his success as a Project Manager at resource development projects.

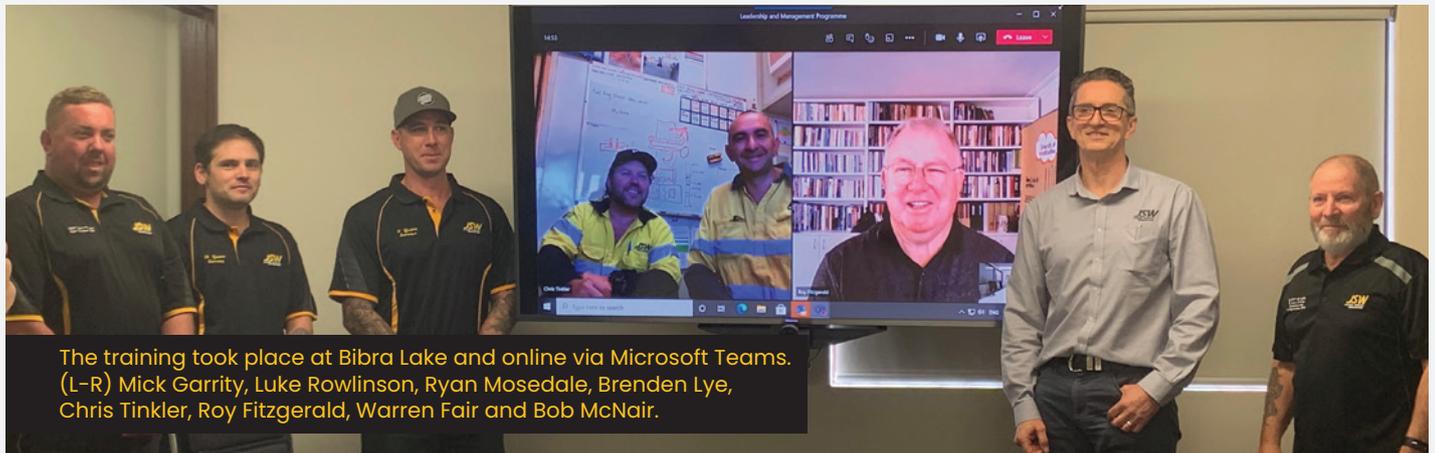
Brenden Lye – has a wide range of experience within the drilling industry in HSET as well as operational duties.

Craig Lalla – has high enthusiasm and a great attitude when helping train and mentor future drillers.

Ryan Mosedale – identified for his attitude, enthusiasm and commitment to safety and productivity at Boddington.

Luke Rowlinson – identified for his positive attitude and enthusiasm taking on a new role managing the stores and purchasing department within JSW.

Mick Garrity – is a successful and proactive Workshop Manager at Solomon, he is always willing to assist and be involved in the commissioning of new and refurbished rigs.



The training took place at Bibra Lake and online via Microsoft Teams. (L-R) Mick Garrity, Luke Rowlinson, Ryan Mosedale, Brenden Lye, Chris Tinkler, Roy Fitzgerald, Warren Fair and Bob McNair.

COMMITTED TO CAREER DEVELOPMENT

Good people are the key to our success. Our newly introduced training program focuses on upskilling and career development.

As mentioned in our last newsletter, we have rolled out a new training curriculum that will enable all drillers to continuously upgrade their skills and knowledge, aiding us to remain at the forefront of the industry.

The new curriculum structure begins with a Certificate II in Drilling Operations, which covers the foundations of drilling alongside essential safety and environmental procedures. On completion of this certificate, driller's assistants will have the opportunity to progress through the curriculum.

ENTRY LEVEL	Certificate II in Drilling Operations (Driller's Assistant)
TRADE LEVEL	Certificate III in Drilling Operations (Driller)
SUPERVISORY LEVEL	Certificate IV in Drilling Operations (Senior Driller)
MANAGEMENT LEVEL	Certificate IV in Leadership and Management (Site Supervisor)

If you are in trade, supervisory or management level and want to upgrade your skills, please speak to Bob McNair who can provide you with an education pathway booklet and help you to enrol into your next certificate.

We're committed to providing clear career progression pathways that enhance safety and equip our employees with the skills needed to confidently carry out their daily tasks.



AN UPDATE FROM THE PLANT AND SUPPLY DEPARTMENT

Plant Manager, Michael Kostarelas shares the growth and achievements from the plant and supply department, following the implementation of improved processes over the last two years.

Central to our goal of being **leaders through innovation**, the introduction of new technology to the department has delivered high performance, improved safety and maintenance efficiency and the ability to operate at the lowest cost per hour.

Work order based maintenance system, Pronto, has transformed the maintenance department, enabling improved planning and a proactive approach that delivers industry leading reliability.

Purchasing Manager, Luke Rowlinson and Maintenance Planner, Jack Steinbacher have been working closely to align supply and maintenance planning activities, to ensure the right resources are readily available for workshop and site based staff.

Best practice is achieved through the right attitude, extra effort and informed decisions. The ongoing development of JSW's equipment standards alongside project specific training plans promotes continuous improvement for quality processes, performance measurement and encourages our personnel to be the best they can be.

PLANT AND SUPPLY QUICK STATS

June 2018 – February 2021	
	Total work orders completed: 8,738
	Total plant under care and control: 291
	Total maintenance hours: 143,860
	Total rig hours: 167,667
	Scheduled oil samples: 4,226
	Freight line transactions: 3,682 (avg. 4 per day)
	Purchase orders raised: 27,034 (avg. 29 per day)
	Stock items: 12,669 (avg. 9 new stock codes per day)



REV CUP WIN

CONGRATULATIONS, TEAM JSW!

Earlier this year, the JSW team at Mesa H won the Rev Cup challenge, securing their position as reigning champions.

Held by Rio Tinto, the Rev Cup is a friendly competition that sees contractor groups challenge one another at various sports and competitions to fundraise for Reverend John Dihm, Chaplain for Frontier Services.

Frontier Services is an outback charity that provides free support and counselling services across regional and remote areas in Australia.

Luke Fletcher, Corey Page and Dylan Maxwell from team JSW, the reigning champions!



CONGRATULATIONS TO JOSH KENNARD – Q1 WINNER OF THE JWB AWARD

Josh (also known as Scruffy) has been recognised for his outstanding leadership skills and positive attitude.

Congratulations to Josh, Driller at Mt Magnet on being named as the Q1 winner of the quarterly JWB Award.

Josh is a willing and dedicated leader, who takes the time to teach others how to safely complete tasks on site. He demonstrates a high level of care, always explaining each step and identifying the hazards and controls in place. He always listens to questions and shares his knowledge, helping offsideers improve their skillsets.

Josh is always keen to learn and find new and improved ways to get the job done.

Thank you, Josh for your consistent positive attitude and willingness to share your knowledge with the next generation of drillers. You are an asset to JSW.

Q&A WITH JOSH



Q:	Tell us what you think makes a good leader?
A:	A good leader is someone who isn't afraid to help crew members out to reach their goals, has integrity and a clear focus.
Q:	Why is it so important for you to be safe on site?
A:	So all crew members get to go home happy and safe to see their family and live a life outside of work.

CONGRATULATIONS TO ALL OF OUR NOMINEES!

George Nunn Offsider, Solomon	When working in the laydown, George keeps himself busy and doesn't complain about doing the less desirable tasks.
Dave Cockerham Fitter, Solomon	Dave has excellent management of RG06 in Karratha and continuously works hard, completing longer stints when needed.
Brayden Henshaw Offsider, Youanmi	Brayden is motivated and very keen to learn.
Ryan Harry Supervisor Driller, Mt Magnet	Ryan has been recognised for stepping up going beyond his position in dealing with clients and crew.
Jane Dodson AP/AR Officer, Bibra Lake	Jane has been working hard, covering two positions while Tenay is on leave.
Hartley Strugnell Maintenance Supervisor, Mesa C & H	A respected team member, he consistently delivers a high quality of workmanship and is always available to help out, giving up his R&R to ensure classified plant inspections are up to date.
James Kinder Boilermaker, Bibra Lake	James has extensive knowledge of drills and drill fabrication and is always flexible and willing to pitch in. He brings a positive, 'can do' attitude.
David Green Driller, Solomon	David is always looking out for the people who work alongside him, making sure they are safe, happy and are working to procedure.
Dylan Clarke Offsider, Mt Magnet	Dylan has a positive energy and is keen to learn, he is always doing something – even if it is just tidying up the work area.
Bupesh Tandel Shotcrew, Mesa H	Bupesh has come a long way in a short period of time, he always works hard and asks great questions.
Dylan Maxwell Trainee Driller, Mesa H	Dylan is happy to do whatever he is asked, whether drilling or shotcrew, and always with a smile on his face!
Phil Thompson Driller, Mesa H	Phil is a hard worker, always safety oriented and does what is asked of him. He is a great team player!
Mario Arevalo Shotcrew, Mesa H	Mario works well autonomously and of his own accord, he always puts in 110%.

GUY MOLA, VOLUNTEER FIREFIGHTER

HELPING SAVE WA

Guy Mola, JSW’s Commercial Manager shares his experience battling the Wooroloo fires as a Volunteer Senior Fire Fighter for the Secret Harbour Volunteer Fire and Rescue Service.

The recent Wooroloo fires destroyed 86 homes and devastated over 10,900 hectares of land in the Middle Swan region.

The Secret Harbour Volunteer Fire and Rescue Service were called out on Monday 1 February, as the South West Strike Team for asset protection and were assigned an area between Reserve Road and O’Brien Road, protecting properties and evacuating residents. Guy described the first night as the most intense night he has experienced in his 21 years at the Department of Fire and Emergency Services (DFES).

After being called out around 4pm on Monday, the crews worked tirelessly throughout the night to contain the blaze, whilst simultaneously organising a relief crew to take over at 6am the next day. Secret Harbour Fire and Rescue Service continued attending the incident all week, running 3 rotational 8 hour shifts per day, assisted by the SES who drove the brigade to and from the station in Secret Harbour to the control point in Middle Swan.

Apart from the initial call, Guy attended the Wednesday, Thursday and Friday morning shifts, on duty from 5am to 3pm with an hour commute each way.



After moving to Secret Harbour in 1996 and looking for something to do for the community, Guy applied to join the Secret Harbour Volunteer Fire and Rescue Service in 2000. He was accepted, completed the probationary training and hasn’t looked back since. Until recently, Guy also held the role of Treasurer for 13 years.

“For anyone who has the willingness to be a volunteer, I would recommend joining the DFES, it is very rewarding and I have made some great lifelong friends.”

Guy also expressed his gratitude towards flexible workplaces, as without their support volunteers would be unable to dedicate as much time as they can during major incidents.



The dedicated team of fire fighters on duty.



Kate (L) and Lisa (R), our fabulous payroll team!

MEET OUR PAYROLL TEAM

GET TO KNOW KATE AND LISA

Kate and Lisa are the two friendly faces that make up our payroll team.

Meet Kate!

Kate has been working at JSW since January 2020. She began her career in the mining industry 17 years ago with Brandrill, working as a Site Administrator at various drill and blast sites in and around Karratha.

Kate's Q&A

Q: What does a typical work day look like for you?

A: Compiling information, reporting and processing of pays. Each day can be very different though!

Q: What is the importance of the JSW values to you?

A: All of the JSW values work together to make for a successful business in all aspects.

Q: How do you like to spend your down time?

A: My spare time is mostly spent with my children, at the gym, or at the beach.

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

A: I enjoy the atmosphere, the support and the friendly faces.

A quick introduction to Lisa

The newest addition to the payroll team, Lisa joined JSW in January 2021. A seasoned professional, Lisa's finance career began 18 years ago in the mining industry, where she has remained ever since. Lisa also runs the JSW Footy Tipping Comp!

Lisa's Q&A

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

A: I particularly love how friendly everyone is at JSW. I enjoy the diversity of the role and learning new skills – each day is different and exciting.

Q: Which JSW value resonates most with you?

A: The value of safety is important to me because we have come so far as humans in regards to it. There are so many procedures and protocols put in place now to protect us all which makes working a more stress-free environment. It's amazing to feel safe in a workplace.

Q: How do you like to spend your down time?

A: We breathe AFL in my family, so we are either watching it, playing it or I am managing my son's team. When footy season is over, we love camping and 4WDing – anything outdoors really.

If you see Lisa or Kate around the office, make sure to say hello!

SHOWING INITIATIVE

New starter, Alex McKiwa, Offsider at Solomon has been recognised for his outstanding ability to show initiative and be proactive.

Showing initiative demonstrates the ability to think for oneself, doing things without being told to, overcoming challenges and pursuing opportunities that others pass by.

Using initiative also makes day to day tasks more efficient, for example if the RC sample hose is blocked, a driller will turn and ask for the blowback cap; an offsider with initiative will be one step ahead of the game and already have it in his hand, ready to go!

Alex McKiwa recently joined the Solomon crew and has been recognised by Supervisor, Neil Muir and Project Manager, Chris Tinkler for his ability to 'think outside the box' and demonstrate initiative. Alex kept himself busy all day whilst working at the laydown, organising stores and generally tidying up without being told to do so.

Well done, Alex, you have made an outstanding first impression with the Solomon crew!



Alex McKiwa on site at Solomon.

There are many ways to show initiative day in, day out such as:

- Keep asking questions – be eager and show a drive to learn
- Do more than is required of you – collaborate and help your team mates
- Always keep yourself busy
- Speak up and share your ideas
- Consider every opportunity
- Seek more responsibilities

CONGRATULATIONS, CODY LAWSON

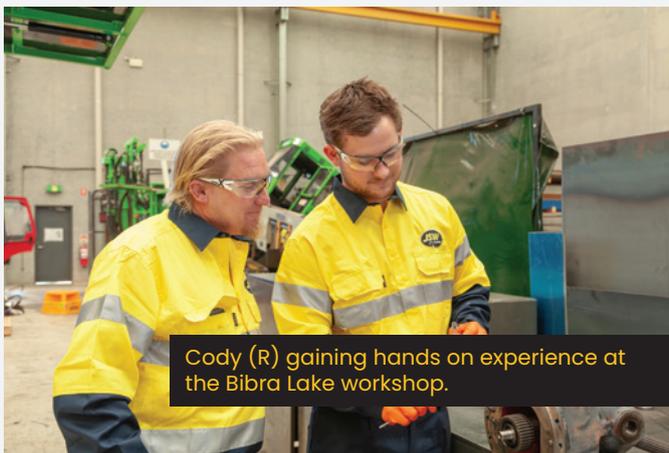
Cody recently completed his Heavy Diesel Mechanic apprenticeship, becoming a qualified Plant Mechanic.

Shortly after completing high school, Cody joined JSW in December 2015 as a mark-up labourer based at Boddington. He then progressed to the blast crew, working on and operating exploration and drill rigs.

In 2017, Cody commenced his Heavy Diesel Mechanic apprenticeship. Throughout his four year apprenticeship he gained hands on experience and exposure to cutting edge innovation, being heavily involved with the BBURG RC2500HD and EQ 150R drills.

Congratulations on achieving your Certificate III, Cody. You are an asset to JSW and we look forward to seeing your future achievements as a qualified Plant Mechanic.

Thank you to all who shared their knowledge and supported Cody along the way.



Cody (R) gaining hands on experience at the Bibra Lake workshop.



Cody (front) carrying out preventative maintenance.

CELEBRATING OUR SERVICE MILESTONES

Congratulations to Scott Cameron on reaching this milestone achievement. We thank you for your dedication and we look forward to celebrating more milestones in the future.

10 YEAR MILESTONES

NAME	START DATE
Scott Cameron	30 March 2011



15 YEAR SERVICE MILESTONE

CONGRATULATIONS TO LUKE ROWLINSON

We would like to recognise Luke, Purchasing Manager on reaching his 15 year service milestone with JSW.

Luke has been an integral part of JSW since the very beginning, joining Strange Drilling in 2005 as a purchasing officer based at the Nambi Way workshop in Kalgoorlie. Today, he remains a dedicated member of the JSW team in his role as the Purchasing Manager.

In 2013, when we relocated our operations Luke and his family packed up their home and moved some 600km, resettling in Perth. Accustomed to change, he has also been a part of every accounting software update. Although a tedious process, he is now an expert when it comes to databases, proving every cloud has a silver lining!

Luke is always trying to get the best deal for JSW and has a knack for knowing what you need and where to get it. We would like to extend our deepest thanks to Luke for his dedication and service over the last 15 years. We look forward to celebrating more successes in the future.



Luke in the workshop in 2005.

Luke receiving his milestone certificate from Warren at a small celebration at Bibra Lake.



FIFO & FAMILY LIFE

Working in the mining and resources sector can often mean spending a considerable amount of time away from home, presenting families with some challenges. Here we offer some helpful hints to make the most out of this living situation.

TIPS FOR MANAGING FIFO AND FAMILY LIFE

1. Stay connected – it's easier than ever to stay connected to your loved ones through instant messaging and video calls. Regularly set aside a dedicated time to speak to family members and friends.
2. Find ways to manage stress – it's important to find out what helps relieve your stress, it may be going for a run, socialising with colleagues or watching your favourite TV show.
3. Stay active and eat healthy – exercising helps to build cardiovascular fitness and releases endorphins which reduce stress levels. Regular exercise and two fruit, five veg will help to boost both physical and mental health.

AVAILABLE RESOURCES

Make use of the free online resources available to you.

This FIFO Life - <http://thisfifolife.com/category/families-mates/>

Mining Family Matters - <https://miningfm.com/>

Mates - <https://mates.org.au/>





JSW

PASSION
COLLABORATION
DETERMINATION
SAFETY

PERTH BRANCH

+61 8 9494 1352

5 Corokia Way, Bibra Lake, WA 6163

PERTH TRAINING AND TECHNOLOGY CENTRE

+61 8 6370 5108

4 Kalmia Rd, Bibra Lake, WA 6163

info@jswaustralia.com

jswaustralia.com

