

## IN THIS ISSUE

Reconciliation Week	2
Epic New Excavator	3
Meet the Senior Leadership Team	4
COVID-19 and KCGM	6
Local Voices Pulse Survey	7
People Profiles	8
Community Noticeboard	8



## MANAGER'S MESSAGE

G'day all,

In my last GM message I had not long joined the KCGM team. Any new role brings with it a number of challenges, but the recent challenges posed by COVID-19 have impacted us all in ways I could have never foreseen.

I want to thank you all for your support and resilience over the past four months. Because of your efforts, KCGM has been able to continue to operate safely and productively during the COVID-19 crisis.

I know that changes to our rosters and working arrangements may have been particularly challenging for you and your families. Thank you for your flexibility adapting to these changes, and know that your time and efforts are appreciated.

Despite all of the challenges, KCGM continued to have a stellar start to the year, producing over 122,000 ounces in the third quarter. This is absolutely a testament to hard work and dedication of all teams across our operations.

As restrictions implemented in response to the pandemic slowly start to relax both on and off site, please continue to prioritise health and safety, and look out for your mates.

Kous Kirsten



## Community partnerships promote recovery

KCGM and partners Saracen Mineral Holdings and Northern Star Resources partnered with two local not-for-profit organisations this quarter to provide much needed support to the Kalgoorlie-Boulder community and small businesses impacted by COVID-19.

Working with the Kalgoorlie-Boulder Chamber of Commerce and Industry (KBCCI) and Kalgoorlie-Boulder Foodbank, these partnerships demonstrate our combined workforce's passion for developing collaborative, sustainable community initiatives that create value and improve lives.

A \$300,000 partnership was established with the KBCCI to deliver a Small Business Support Grants program, providing up to \$10,000 to eligible local businesses impacted by COVID-19.

Thirty-five local businesses from a range of sectors, including hospitality, retail, tourism, and services, received funding through the program. This highlights the resilience, passion and drive of Kalgoorlie-Boulder's small business community.

KBCCI Chief Executive Officer Simone de Been said she is grateful for the support provided by KCGM, Saracen and Northern Star.

"After speaking to the business community,

we know many businesses are struggling financially and in need of an immediate cash injection.

"This partnership has been a great way to assist local businesses who are in desperate need of a lifeline."

Kalgoorlie-Boulder Foodbank was also provided with \$150,000 over 12 months, with all benefits flowing directly to the Kalgoorlie-Boulder community.

The funding will support the coordination and provision of emergency food relief to vulnerable people across the Goldfields region, as well as the purchase of key equipment and necessary infrastructure to facilitate the program.

General Manager Kous Kirsten said, "Foodbank is an iconic organisation that provides an invaluable service in the Goldfield's region.

"We're proud to partner with Foodbank and to support those in our community who are doing it tough at the moment."





## 2020 National Reconciliation Week

As part of National Reconciliation Week, KCGM produced a short video sharing the cultural significance of Mt Gleddon, also known locally as Nanny Goat and Maritana Hill.

Mt Gleddon is a registered Aboriginal site under the Aboriginal Heritage Act, and is situated between the Kalgoorlie-Boulder Bypass and Williamstown Roads on a KCGM Mining Lease.

KCGM General Manager, Kous Kirsten, said Reconciliation Week was an important time for all Australians to reflect on our shared history, and learn about Aboriginal culture.

"KCGM is proud to be a part of the Kalgoorlie-Boulder community, and we recognise the many contributions Aboriginal people make to our society every day," Kous said.

"Although Mt Gleddon is a well-known attraction locally, many residents aren't aware of the cultural significance of the area."

"By creating this video as part of National Reconciliation Week, we hope to raise community awareness of the importance of the site, as well as local Aboriginal culture, history and stories."

The video features KCGM employees and representatives from the Kalgoorlie-Boulder Aboriginal community, whose families share a connection to Mt Gleddon.

To watch the video, visit:  
[www.superpit.com.au/NRW](http://www.superpit.com.au/NRW)

**"We recognise the many contributions Aboriginal people make to our community every day."**



## KCGM transitions to ICAM methodology for Incident Investigation

Incident investigation was in sharp focus in May when a combined team of HSS personnel and team leaders from across KCGM's operations attended a two-day training course to become familiar with the ICAM investigation method.

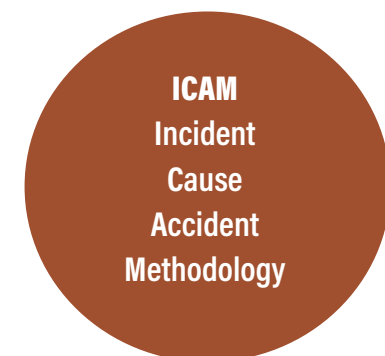
ICAM, or Incident Cause Analysis Methodology, is a seven step incident management process that integrates with existing safe systems of works, providing opportunity to identify areas for continuous improvement in existing systems.

HSS Superintendent Lesley Thomas said that transitioning to the highly practical ICAM system for incident investigations was a great opportunity for KCGM, assisting to identify the causes of incidents and mitigate future risks.

"One of the advantages of using ICAM for incident investigations is the ability to identify both local factors and failures within the broader organisation and productive system that contribute to an incident," Lesley said.

"This includes everything from communication, training, operating procedures, change management and organisational culture, to contractor management."

"By adopting the ICAM process, we will be able to analyse and identify the true cause of incidents, making recommendations for actions that reduce risk and assist in the prevention of future incidents."



**For more information about ICAM and its application to your work area, please contact [SafetyTeam@kalgold.com.au](mailto:SafetyTeam@kalgold.com.au).**



## Epic new excavator joins the Open Pit team

KCGM has mobilised a new excavator to mine Brownhill, testing productivity rates to support future planning.

Supervised by Emeco, the Leibherr 9350 Excavator took 3 weeks to build onsite.

Compared to large shovels, the machine is smaller, more agile and is more responsive to changing ground conditions.



## Flying High



*Drone Fly Over Fimiston, taken by Sam Mule - KCGM Project Mine Surveyer*

Drones have become popular pieces of equipment used across the world in different industries due to their varied uses. They are also used here at the Super Pit by our Survey Team!

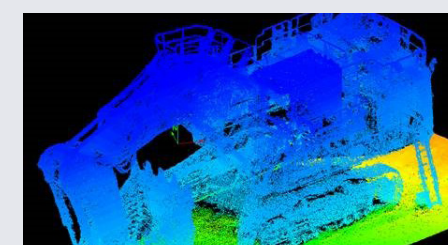
The team predominantly use drones on site for large stockpile and pit scans, which in combination with GPS allows the creation

of very accurate 3D models in short time frames.

Drones are also used in the Super Pit to aid with wall monitoring in addition to traditional radar and prism monitoring, as well as inspections and creating 3D scans for new pit equipment.



*Stockpile Survey*



*3D Scanning*

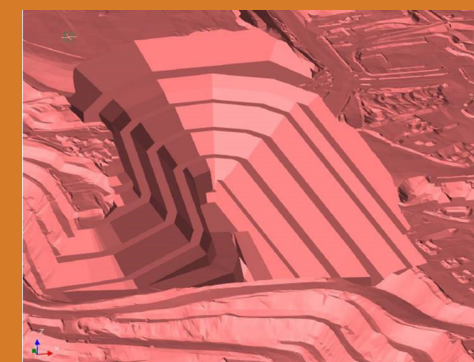
## Brownhill

Mining has begun in an area onsite known as Brownhill, located at the northern end of the Fimiston Open Pit. The area was previously mined in the late 1990's and mines out part of the Croesus Waste Dump.

Mining of Brownhill was originally planned to commence later this year however was brought forward as it improves equipment utilisation and provides operational flexibility by having multiple open pit ore sources.

Brownhill provides near-surface ore relative to Golden Pike's pit depth, with shorter haulage to the mill and waste dumps. There is also a future opportunity to combine adjacent mining areas.

Mining in Brownhill is due to finish in 2023.



*Brownhill Looking East*



Golden Pike Oroya Brownhill  
Morrison Brownhill  
Public Lookout

*Fimiston Open Pit (Super Pit) Operational Areas*





## Get to know the Senior Leadership Team

### GEOLOGY MANAGER

#### Emma Murray-Hayden



##### Career Overview

Completed my B.Sc and M.Sc in NUI, Galway, (Ireland). Once I finished my Masters I decided to travel around Australia for a year as a backpacker, with the

intention of picking fruit until I discovered that geologists can actually find meaningful work in Australia. This also coincided with the start of the gold boom in 2004.

I started off in Norseman with Croesus Mining for two years working in the open pits before moving to St. Ives. I spent 10 years at St Ives and had the pleasure of working on many different projects, with various titles at various levels.

In 2016 I moved to Carosue Dam with Saracen as the Geology Manager looking after all aspects of mine geology and resource definition for the site. I recently moved to KCGM as Geology Manager.

**Three words that best describe Emma:**  
Approachable, logical, cheerful

##### If you could have dinner with a celebrity, who would it be and why?

Hamish and Andy - I know, a duo, but you can't really have one without the other, these two just crack me up. Myself and my family have been re-watching all their gap year shows recently, my daughter loves Hamish.

##### Something interesting about Emma:

I don't have a rock collection, as a geologist, this is almost criminal. I had one when I was in Uni but donated all my rocks to my Mum when I moved to Australia, I'm pretty sure she has subsequently dumped them into a hole in the garden. I didn't collect any while back packing as I thought it would be too expensive to get home with a bag of rocks, and since then I vowed not to start again. I am however encouraging my daughter to start her own - that I regularly donate to.

### PROCESSING MANAGER

#### Greg Sheppard



##### Career Overview

I started working on the Golden Mile nearly 38 years ago at North Kalgurlu Mines and have been fortunate enough to have been exposed to some brilliant opportunities over the years to bring me to where I am today.

My first time at a Processing Plant was the old Croesus Treatment Plant with 5 Mills and a Roaster, then out to Jubilee, Fimiston, Kanowna Belle, Cadia, Cawse Nickel, Lefroy, Higginsville, Mungari, back to Kanowna Belle, Jubilee and now Fimiston. It all seems like only yesterday!

I'm truly lucky to be doing something that I absolutely love and am passionate about.

**Three words that best describe Greg:**  
Passionate, driven, family man.

##### If you could have dinner with a celebrity, who would it be and why?

Morgan Freeman - I could listen to him for hours.

##### Something interesting about Greg:

I have been married for 36 years, I have five grown children and four grandchildren (all born and raised in Kalgoorlie) that I'm so very proud of, and a magnificent Harley Davidson.

### UNDERGROUND MANAGER

#### Rob Parsons



##### Career Overview

Moved to Kalgoorlie in 2006 to complete the final 2 years of my Mining Engineering degree at WASM. Between 2006 and 2014 worked for Barrick across all their Kalgoorlie sites including Raleigh, Bullant, Kanowna Belle and Rubicon in various engineering roles in both production and planning.

Transitioned to Northern Star in 2014 as a Project Manager at the East Kundana Joint Venture then Underground Manager. In 2017 I was the General Manager for Northern Star Mining Services covering all 5 sites in Kalgoorlie as well as Paulsens.

In 2019 I took over as Underground Manager at Kanowna Belle before moving to Mt Charlotte in March this year.

**Three words that best describe Rob:**  
Loves a challenge.

##### If you could have dinner with a celebrity, who would it be and why?

Eliud Kipchoge - the first and only person to run a sub 2 hour marathon. Would love to understand the mindset he had when trying to achieve that goal and how he identified and overcame the challenges on the way to success.

**Something interesting about Rob:**  
I enjoy training and competing in endurance races.



### HUMAN RESOURCES MANAGER

#### Dianne Newell



##### Career Overview

I didn't follow the 'normal' process of finishing school, going to uni, getting a job then having kids. I married when I was quite young and we travelled first. So I started studying when my son was young and then progressed into HR. My HR career started when working with my husband in our floor sanding business well over 20 years ago. When we moved to Queensland, I started working as a HR consultant within the mining sector which gave me access to many different employers and how they managed their people. One of my clients who was an Original Equipment Manufacturer for underground coal mining equipment offered me an in-house HR position and

that's when my mining experience really started. And I love it.

**Three words that best describe Dianne:**  
Loyal, optimistic, resilient.

##### If you could have dinner with a celebrity, who would it be and why?

Michelle Obama - she is an amazing advocate for diversity and inclusion.

##### Something interesting about Dianne:

Photography is my go-to when I need downtime to clear my thoughts. When astro photos are developed, it's quite fascinating to see what the camera captures but the eyes don't.

### HEALTH SAFETY ENVIRONMENT COMMUNITY (HSEC) MANAGER

#### Leroy Ober



##### Career Overview

I have been a miner for over 30 years within global resource companies such as WMC, BHP Billiton, Fluor, St Barbara Limited, Gold Road and Gold Fields Australia covering underground mining,

open cut mining, exploration, processing, smelting and refining inclusive of copper, uranium, fertilizer, nickel, iron ore and gold operations. I have worked on major projects including WMC (Olympic Dam and Queensland Fertilizer Operations), BHPB Nickel West (Mt Keith, KNS Furnace Rebuild), BHPB Iron Ore (Rapid Growth Projects, Inner Harbour Debottlenecking Project) and Gold Fields (Gruyere Gold Mine).

I have completed project studies, systems development and deployment within construction, commissioning and operations working at mine sites and within corporate teams being both residential, FIFO and overseas.

**Three words that best describe Leroy:**  
Passionate, focused, team.

##### If you could have dinner with a celebrity, who would it be and why?

Maybe not dinner, but I would like to have a few beers with Jack Nicholson and have a laugh at his lifetime stories. If Jack was busy, a lap around Bathurst with Peter Brock in his 1979 A9X Torana would be excellent.

##### Something interesting about Leroy:

I am a first class welder by trade and still have my old CIG arc welder in the shed which I still use every now and then. I played 350 games of Australian Rules Football mostly in the back lines. I love fast cars racing dirt circuit for many years and still go drag racing now when time permits. During COVID-19 I was isolated for many weeks so I wrote a book (fiction) which I plan to publish someday. I have six grandkids that keep me entertained and it's amazing to watch them learn and grow.

### OPEN PIT MANAGER

#### Lee Stephens



##### Career Overview

I have over 20 years of technical and operational experience in the mining industry in multiple disciplines including both open pit and underground operations. I commenced with Saracen Gold Mines as Quarry Manager in August 2009 and managed the commencement of mining at Carosue Dam. I previously held management positions with several mining companies and contractors throughout Western Australia. I have an Unrestricted Quarry Managers Certificate and also a Grade 1 Mine Surveyors Certificate.

**Three words that best describe Lee:**  
Hardworking, loyal, fair

##### If you could have dinner with a celebrity, who would it be and why?

Stephen Kernahan as he's a Carlton legend!

##### Something interesting about Lee:

I lived in Kalgoorlie for 18 years while working in the mining industry. I worked for Roche Mining at the Super Pit from 1996 to 1999, and left Kalgoorlie in 2014 - it's great to be back again. In my spare time I enjoy playing golf. I have two adult children and my favourite holiday destination is Italy.





## Refreshed branding celebrates #TeamKCGM

Reflecting the exciting new era we are entering into with our joint venture partners Saracen Mineral Holdings and Northern Star Resources, KCGM's branding and images have recently been refreshed and updated.

These changes introduce new KCGM colours, artwork and strategic icons, and have been strongly influenced by the Goldfields region in which we operate and the work of local Aboriginal artist Jason Dimer.

Importantly, KCGM's iconic logo representing the Super Pit, our people and resource, is remaining.

As part of this update, a series of photos and videos sharing our people's stories will be featured on KCGM's website and social media over the next month.



Follow KCGM on Facebook or LinkedIn to see the #TeamKCGM campaign unfold



## COVID-19 and KCGM

As the Western Australian Government continues to ease restrictions implemented in response to COVID-19, the HSS and Site Leadership teams have been monitoring updates to understand how these apply to our operation and how we can safely start to reduce our current restrictions.

### Health

Temperature checks will be undertaken across multiple work areas in coming weeks, and at Black Street as needed.

Free flu vaccinations are being offered for all site employees. If you're interested, please contact Lisa Booth on ext 1538 (Tues – Fri) or email: OHN@kalgold.com.au.

### Mental Wellbeing

There's no doubt COVID-19 has impacted people in different ways. We should all look out for our family, friends and fellow team members and check that they are doing okay. Benestar, KCGM's Employee Assistance Provider is available for employees, business partners, immediate family and household members who may require support. Phone 1300 360 364 or visit [www.benestar.com](http://www.benestar.com).



Temperature Checks On-Site

### Rosters

- Supervisory roles have resumed 5/2 4/3 rosters.
- Teams at Mt Charlotte, Processing and Open Pit have returned to the 7/7 roster.
- All roles working from home are encouraged to return to work if they are able to do so. Please speak with your Supervisor to understand if this applies to you and your team.

### Meetings

For all on site meetings and pre-starts, specific controls include:

- 1 person per 2sqm.
- Meeting time <50 minutes.
- Attendance recorded.
- Fresh air / door open where possible / practicable.
- Meeting / prestart room to be disinfected and left in a clean and tidy state.



Technical Services Pre-Start



## Mt Charlotte takes WASM students on a virtual underground tour

COVID-19 has impacted many aspects of our lives, but it has been particularly challenging for local students at the West Australian School of Mines (WASM) to gain practical experience as part of their course.

Fortunately the team at Mt Charlotte were able to assist, using Virtual Reality (VR) footage collected on-site by Wasm lecturers in 2017 to take 20 third year Mining Engineering students on a virtual tour of KCGM's underground operations.



This presentation was facilitated remotely by Mining Engineer Dean O'Brien, who stepped students through the development cycle and how it is applied practically underground in Western Australia. Thanks Dean (a 2001 WASM graduate) for sharing your wealth of knowledge and experience!

WASM's VR footage is also used by the school for community education and engagement sessions at their Open Days and for school visits.

## Local Voices Pulse Survey Results

Over 200 Kalgoorlie-Boulder community members and KCGM employees participated in the first Local Voices Pulse Survey this quarter, providing valuable insight into current community sentiment towards KCGM's operations.

Voconiq, in partnership with KCGM, also doubled the donations for every completed Pulse Survey this quarter, providing over \$2,000 directly to local community groups and not-for-profit organisations currently facing unprecedented challenges as a result of COVID-19.

In this Pulse Survey, KCGM reported an increase in perceived overall community benefits, reputation and management of environmental impacts compared to the Anchor Survey conducted in 2019.

This is a fantastic result, especially considering the significant amount of change that has occurred at KCGM in recent times.

With the second Pulse Survey due to be released next quarter, it will be interesting

"KCGM's activities will support the region's future prosperity"  
**79% AGREED**

"KCGM provides jobs for local people"  
**87% AGREED**

From the Q1 Pulse Survey Results

to track how community attitudes towards KCGM change over the next 12 months.

For more information or to view the results of the Pulse Survey, visit [voconiq.com.au/localvoices](http://voconiq.com.au/localvoices).

## Blasting times and noise

KCGM is now mining in four locations: Open Pit (Golden Pike, Morrison and Brownhill) and Underground (Mount Charlotte).

Open Pit blasting is only carried out in daylight hours and KCGM takes every reasonable effort not to blast on Sundays. Where possible, KCGM blasts at 1pm or 5pm, but this can be weather dependent based on the location of the blast. Blasts may be scheduled with "one hour" notice when favourable weather is predicted to allow for safety preparations ahead of the blast. KCGM only blasts when the wind is westerly (coming from the west and blowing away from town).

Daily open pit blast times are available at [www.superpit.com.au](http://www.superpit.com.au) Underground blasting is carried out daily between 5.30am and 6am and 5.30pm and 6pm.

Noise is greatly influenced by weather conditions, particularly temperature, wind speed and direction. All of these elements affect the way that noise travels through the air and is experienced by people nearby.

The open pit operations are generally constant and fluctuations in noise levels are often the result of environmental factors such as weather conditions. For example, cloud cover tends to bend sound waves downwards, toward the ground, which increases the noise level heard by people during these conditions.

Background noise levels from traffic or other sources also change depending on the time of the day. When background, or ambient noise levels are lower, noise from the Fimiston Operations may become more obvious.

KCGM undertakes three different types of monitoring to determine the noise levels from its operation; continuous noise monitoring, compliance noise monitoring and blast monitoring.

For more information on KCGM blasting and noise monitoring, please visit: [www.superpit.com.au](http://www.superpit.com.au).







## PEOPLE PROFILE

**Charles Setoki****Dispatch Operator - Open Pits**

Starting at KCGM as a Haul Truck and Wheel Dozer operator 10 years ago, Charles' first-hand experience working in the Super Pit has enabled him to smoothly transition into the Dispatch team.

Responsible for directing traffic, operators and activities in the Pit, the Dispatch team has the challenging task of ensuring operations in the Pit run smoothly.

"Most of my role entails working alongside the Load and Haul team to organise, plan and achieve our daily and weekly targets," Charles said.

Originally from Auckland New Zealand, Charles and his wife moved to Kalgoorlie-Boulder back in 2007. Charles likes working



so close to home and the change-of-pace moving from a big city to regional WA.

"KCGM is a friendly place to work, and nothing beats being home every night with a five minute drive to site," Charles said.

When he is not directing KCGM's dynamic fleet, Charles enjoys spending time with his family.

## PEOPLE PROFILE

**Neil Jefferies****Process Controller - Processing**

Neil has been at KCGM for 15 years in a number of different roles in the processing department, from monitoring Tailing Dams to Shift Supervisor.

In his current role, Neil manages the day to day running of the entire Fimiston circuit, from receiving the new ore from the crushers all the way through the processing plant areas and out to the Tailing Dams.

Neil says working at KCGM which has a very good safety culture has been invaluable; increasing his knowledge of gold production, computer operating systems and working with some amazing people.



"One of the biggest attractions at Fimiston is our residential roster - it's the perfect balance for a work/family ratio, and one of the reasons why we have so many long term employees here."

Having lived in the Goldfields for most of his life, Neil also enjoys the freedom of regional life. He loves that Kalgoorlie-Boulder is a family-friendly, multicultural city in the outback with a strong sense of community.

## Baby Arrivals

**Hugo Steel**

Hugo William Steel arrived on February 16, 2020 weighing 5lb 7oz to proud parents Jake Steel and Process Technician Corri Stansall. Hugo is the sibling to proud older brother Noah Steel.

**Neve Betty Paul**

Kendall Paul (External Relations Officer) together with her husband Michael are pleased to announce the arrival of Neve Betty Paul, born on May 8, 2020 weighing 7lb 8oz and 52cm long. Kendall says "We are all doing well and so happy to be settled in at home with our beautiful girl and her proud big brother Mason."

**Jude Degenhardt**

Jude Colin Degenhardt arrived on March 10, 2020 weighing 9lb 5oz. Jude is the second child to KCGM Underground Miner Rob Degenhardt and Senior Underground Geologist Maryanne De Vries, joining brother Lewis.

## Employee Milestones

20  
YEARS**Mining Open Pit**  
Lisa Hodder15  
YEARS**Mining Open Pit**  
Debra Hulton**Processing**  
Marcus Jeffries

## 10 YEARS

**Mining Open Pit**  
Gaye Higginbottom  
Malcolm McNaughton  
Steven Judd  
Maddie Freeman  
Bonnie McLaren  
Emma Setoki  
Trinna Coulter  
Cleon Hei Hei  
Melissa Frankcombe  
Chevon Paea  
Charles Setoki

## 5 YEARS

**Mining Underground**  
Sean Fitzgerald  
**Processing**  
Matthew Pingel  
Shaun Moulds  
Tejinder Gera  
Bradley Madex

**SHARE YOUR NEWS!**  
The Golden Mile Post is produced and edited by the External Relations team. If you have any news, events, photographs or stories to contribute please contact: Kelly Nelson—External Relations Advisor 9022 1338, knelson@kalgold.com.au