

THE REDZONE



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It's a Wrap! Redpath demobilises from Mt Rawdon.

19

Redpath Developing Future Leaders in Mining.

23

500 for Zero (National Community Sponsorship)



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19

Redpath Developing Future
Leaders in Mining.



A MESSAGE FROM THE MANAGING DIRECTOR

Welcome to the 29th Issue of the Redzone.

2020, the year we never saw coming. Although it has been a year that our generation had not witnessed until now, it has been humbling to see the Redpath spirit soldier on.

Thank you to every single Redpath Australia employee, I know that a lot of you sacrificed a great deal to ensure our sites continued to operate as “normal” as possible. It has been because of your hard work and dedication that we will continue to thrive as a leading mining contractor.

This year we commenced our campaign “What safety means to me”, which gave the opportunity to our 1000+ employees to really think about what their safety means to them. Why do they commit to a safe working culture? What is their motivator to stay safe each and every day? Such a simple question, yet it can assist you in remembering what the most important thing is each and every day we go to work.

Our focus on creating a safe working environment with the mentality of “Safety – First, Last and Always” contributed to a significant reduction of injury frequencies and meeting our target of below 9.0. I personally thank everyone for their efforts in 2020 and encourage all of us to remain vigilant in our goal of returning all employees home safely each and every shift.

A summary of our notable achievements in safety performance for 2020 are as follows;

- Raisebore – 678 Days TRI Free
- Argyle – 652 Days TRI Free (project was completed without an injury!)
- Plant Yard – 403 Days TRI Free
- George Fisher – 268 Days TRI Free
- Olympic Dam – 184 Days TRI Free
- Cannington ROM – 166 Days TRI free

This year we have continued our focus on “improving systems and processes” with a number of global projects taking place, these include: Intalex (Safety), CAM (Maintenance), JDE Inventory, Ramco, LiveMine, LMS (Online Induction program) and our transition to Outlook. As most of you will know, some of these systems have been implemented and are working well, others will continue to be rolled out over the next year.

Despite the onset of COVID-19, building on our global standing as a go-to contractor, we have continued to secure new work. In the last 12 months we have been successful in winning new work and extending existing contracts in the following locations:

- Rothsay Underground & Raiseboring – Western Australia;
- Broadmeadow Coal Shaft – Queensland;
- Snowy Hydro Tumut 1 Power Station – New South Wales;
- Venetia Underground – South Africa;
- Cadia Raiseboring – New South Wales;
- Fortnum Raiseboring – Western Australia;
- Telfer Raiseboring – Western Australia;
- Deflector Raiseboring – Western Australia; and
- Mt Carlton Raiseboring – Queensland.

In closing, firstly remember to look after your mate, keep yourself and those around you safe. Secondly, from the Senior Management Team and myself we wish you all a Merry Christmas and Happy New Year.

Trust you will enjoy the content in this Issue of the Redzone and remember, Safety – First, Last and Always.

Gavin Ramage
Managing Director

COVER

The Rothsay project forging ahead, with the portal cut on the 16th August.



23

500 for Zero
(National Community
Sponsorship).





SAFETY


GRAEME CHRISTIE
HSEQ MANAGER

It's almost a wrap as the year comes to an end. 2020 has been a year we will all remember with its challenges around COVID-19 and the impacts it had on our great nation. Amongst the turmoil that has unfolded we have been able to hold a steady ship and have sailed through relatively unscathed from both a safety and operational performance point of view.

We are currently well situated to achieve our 2020 Total Recordable Injury Frequency Rate (TRIFR) target of < 9.0. This will be an excellent achievement for the business especially through a year where there has been many uncertainties and competing priorities that have impacted all of us from both a work and family point of view. What the year has highlighted is the resilience and ability of the Redpath Australia team to work together at all levels to overcome the challenges we face and for that I would like to thank you all for your commitment in making our workplaces a safe place to work.

In 2020, we have also seen a record number of Silver Award Nominations of a high calibre which is an excellent achievement. Thank you all for your contributions in helping Redpath Australia continue to innovate and look "outside the box" for opportunities to make our work places a safer and more productive place to work.

As we move through the Christmas period and into the New Year I ask you all to remember to maintain your focus and take the time to think through the tasks at hand, ensure we give ourselves every opportunity to achieve the safest possible outcome each and every time.

I wish you and your families a safe and prosperous Christmas and New Year period and look forward to a Safe and Productive 2021. 

“WHAT THE YEAR HAS HIGHLIGHTED IS THE RESILIENCE AND ABILITY OF THE REDPATH AUSTRALIA TEAM TO WORK TOGETHER AT ALL LEVELS TO OVERCOME THE CHALLENGES WE FACE.”



PROJECTS

OUR OPERATION & PROJECT MANAGERS GIVE US AN INSIGHT INTO SOME OF THE THINGS THAT HAPPENED AT SITE IN 2020...

CANNINGTON

Mine Location: North-West Queensland

Q & A with Mark Graveson, Superintendent for Cannington Underground & ROM Projects.

What have been some of the highlights in the last year for Cannington?

The Cannington ROM mobilised a new crusher in the second quarter of the year retiring the original crusher that produced well over 10 millions tonnes during its time.

Challenges for production metrics on both contracts this year with limited ore being trucked to the ROM. Poor ground and lack of drill sites for cable bolting did not hamper production figures. All metrics are well above targets across both contracts.

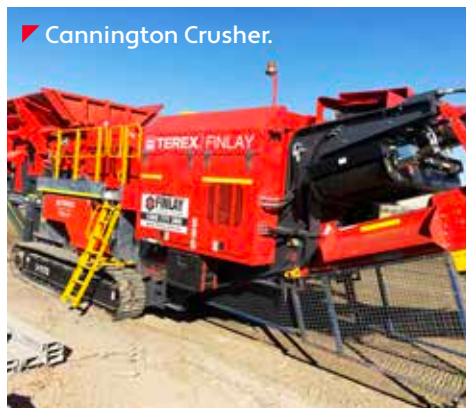
What safety achievements has Cannington had?

Peter Pashen & Aaron Brewer receiving their 10 years continuous service awards.

The Implementation of the Continuous Improvement Board, which has assisted in employees coming up with great initiatives, which are improving the way we complete things on site.

What new equipment have you had added to Cannington's fleet this year?

The Kleeman crusher, Volvo water truck and Sanvik Cabolter have all been mobilised to site this year.



Cannington Crusher.

GEORGE FISHER

Mine Location: Mount Isa, Queensland

Q & A with Shannon Pilon, Project Manager for George Fisher Project.

What have been some of the highlights in the last year for George Fisher?

- New L72 Batch Plant commissioned / running and trained up all of the operators;
- Getting the 6L Slickline commissioned after years of operating without one. Now in the

process of commissioning the 13L slickline;

- Took delivery of a new fleet of Spraymec's; and
- Delivered our biggest month (project record) of shotcrete cubes sprayed since our time at George Fisher Mine.

Has there been any special training conducted in the last year to assist Redpath Australia employees?

- Members of our leadership team completed the LEAN course in Tasmania;
- Supervisor Training completed;
- Trained employees to operate the new Normet Spraymec's, Agi truck and the slickline; and
- Transitioned to Redpath Australia's Tablet based Learning Management System.

Has there been any notable employee achievements in the last year?

We had eight employees reach their 5 year service with Redpath Australia in 2020. Guy Yeomans, Chad Ross, Brendan Galway-Nix, Brad Pascoe, Jonathon Freeman, Erick Soledad, Aaron Morcom and Morgan Humble - Congratulations Team!



George Fisher Crew.

MICO

Mine Location: Mount Isa, Queensland

Q & A with Tyson Beard, Superintendent for MICO Project.

What have been some of the highlights in the last year for MICO?

- Overcame the challenge of COVID-19, maintaining productivity through this period despite manning issues;
- Improved physical performance; and
- Decrease in damage related incidents, on track to meet our 30% cost reduction target, compared to 2019.

Were there any notable safety achievements for MICO this year?

- Year to date there has been eight safety innovations here at MICO; and
- Reached 740 days MTI free throughout the year.

Has there been any notable employee achievements in the last year?

Designed and built a surface workshop at the batch plant, enabling the maintenance team to conduct repairs on the surface, when required.



The Midget's last shift at Glencore's Mount Isa Copper Mine, Next stop - Silver Lake Resources Rothsay operation.

OLYMPIC DAM

Mine Location: Roxby Downs, South Australia

Q & A with Daniel Brian, Project Manager for Olympic Dam Project.

What have been some of the highlights in the last year for Olympic Dam?

2020 has by far been the most complex, challenging and character building year in the projects history at Olympic Dam. It was extremely pleasing to see, despite these hurdles, that the team really came together and produced new records in safety performance and all major productivity metrics across the broad scope of the contract.

Were there any notable safety achievements for Olympic Dam this year?

The Olympic Dam Project is breaking new ground with the lowest TRIFR and time period without a recordable injury since the projects inception in 2015. On reflection, and considering the sizeable impact on peoples professional and personnel lives with COVID-19 in 2020, it truly is a success story and a fantastic team effort.

Has there been any notable employee achievements in the last year?

Continuous improvement is at the heart of our success at Olympic Dam. This year alone we have successfully developed and implemented 23 Positive Safety Initiatives, which is truly reflective of the projects culture to adopt the lean principles and really chase improvements. Not only is this a record for a single project but there is a pipeline of initiatives under construction showing Olympic Dam has unlocked the sustainability piece. ▶

LADY LORETTA

Mine Location: North Queensland

✔ Q & A with Matt Nuttall, Operations Manager for Lady Loretta Project.

What have been some of the highlights in the last year for Lady Loretta?

We have improved schedule compliance which has enabled Loretta to achieve production deliverables consistently.

A focus on one of our main bottlenecks, paste filling, has led to 4 record months in 2020.

Great team effort in overcoming SO2 gas issues in the mine and dealing with COVID-19 and disruptions to site.

Has there been any training conducted in the last year to assist Redpath employees?

- Mines Rescue Cert III Training;
- Supervisor Training;
- Mates in Mining Mental Health Awareness Training;
- Tyre Fitting and Tyre Chain Fitting courses;
- Automine Training; and
- Shotfirer Training.



✔ ERT Training.

Where there any notable achievements for the site or it's employees?

- Lady Loretta passed 500 days LTI free;
- Rafe Horsington achieved 20 years continuous service; and
- Rob Jankovic successfully completed his Graduate Engineers course and was promoted to Mining Superintendent.

Has there been any new equipment added to your fleet?

- New Volvo underground water truck
- Refurbished Combo shotcrete spray rig
- New Atlas 6520 underground dump truck
- New Sandvik 621i underground loader

✔ Early Christmas present for Lady Loretta with a new Sandvik 621 Loader arriving.



ARGYLE

Mine Location: East Kimberley region Western Australia

✔ Q & A with Mitch Gowland, Operations Manager for Argyle Project.

What have been some of the highlights in the last year for Argyle?

As the Argyle Diamond Mine pushes towards mine closure, there has been a huge focus on safe production in the final months of the contract. I am pleased to report Redpath Australia have closed the project with 620 consecutive days zero harm, and have been recordable injury free at the project to date.

Argyle is in the middle of demobilising. Has it faced any logistical challenges as a result?

When Rio Tinto and Redpath first partnered at Argyle in late 2018, the fundamental basis of the agreement was ensuring a controlled transition to mine closure. A key factor in delivering on the planned production profile in 2019 and 2020 was ensuring workforce stability through employee retention. We are proud to report that 100% of the Redpath Australian Argyle workforce were offered positions at other Redpath Australia sites at the completion of the Argyle project. This commitment allowed the Redpath Australia Argyle employees to focus on safe production as the operation moved towards mine closure.

MT CARLTON

Mine Location: South of Townsville Queensland

✔ Q & A with Alex Wheeler, Project Manager for Mt Carlton Project.

What have been some of the highlights in the last year for Mt Carlton?

Highlights for the year were definitely plentiful with the mine moving from development, to taking our first stope in April. Shortly afterwards it was announced that a new section of the planned open pit would be mined as an underground ore body, thus extending our scope of works on site. It addition it was more recently announced that a new mine would be developed from an additional pit. This meant that an extra loader and jumbo, including operators would be mobilised to site before the end of the year. The A39 Silver Pit project will run for approximately 8 months.



✔ First gold pour from underground.

What sort of logistical challenges did you face or will you face?

During the wet season on site (November-February) the site can be cut off for days at a time, so logistically enough mining consumables are required to keep the mine running for a month. This includes such things like explosives, cement and bolts. Our crew worked tremendously hard to keep focused during these times of uncertainty with crews missing fly out/in days due to rain/flooding on several occasions.

Has there been any new equipment added to your fleet?

In the year we commissioned out production gear including one of the very few DL431i in the country for production drilling, another LH517i loader and MT6020 truck. After the announcement of the A39 Silver Pit project and additional DD421 jumbo and LH621 loader were mobilised to site also.

Any notable employee achievements in the last year?

We are extremely proud of the work environment we have created at Mt Carlton and seeing some great results with our voluntary turnover numbers sitting at just 12% for the year but probably our greatest achievement has been being able to offer 21 of our current employee's internal promotions.



✔ Mt Carlton Drilling First Stope.

ROTHSAY

Mine Location: Southern Murchison Region, Western Australia

✔ Q & A with Justin Todd, Project Manager for Rothsay Project.

What have been some of the highlights in the last year for Rothsay?

- Mobilise New Project (Greenfield) – Portal and Decline Establishment;
- Safety – No injuries recorded on the project since startup;
- Project Workshop – Continued the benchmark for workshop setup standard;

- Low turnover – All positions filled;
- Implemented Mechanised Narrow vein equipment successfully; and
- Rollout of LiveMine.



➤ Rothsay Workshop

Rothsay mobilised this year, did the project face any logistical challenges as a result?

- COVID-19 – No interstate resources were available, use Goto Meeting for all onboarding of employees – worked very well, all interviews were done via Goto;
- Workshop – Containers setup up in Brisbane and mobilised directly to site; and
- Workshop Construction and Electrical setup – A Class.

Has there been any safety achievements?

No injuries have been recorded on the project since the 1st employee engagement.

What equipment have you mobilised?

Large Equipment:

- 1 x Sandvik DD421 Jumbo, 1 x Sandvik Th663i Truck, 1 x Sandvik LH517 Loader

Small Equipment (Narrow Vein):

- 1 x Sandvik DD210 Jumboc 1 x Sandvik LH202 Loader, 1 x JCB 4380 Loader



➤ Rothsay Camp.

SNOWY HYDRO

Location: Cooma, New South Wales

➤ Q & A with Stephen Berton, Project Manager for Snowy Hydro project.

What have been some of the highlights in the last year for Snowy Hydro Tumut 1 Power Station project?

Awarded Project in August 2020 – Commenced mobilisation in November 2020.

Client very helpful with respect to all aspects specific to mobilisation and project documentation compilation and integration with their Procedures and documentation systems.

Snowy Hydro project mobilised this year, did the project face any logistical challenges as a result?

Having a pre-mobilisation laydown area to allow equipment and materials be delivered to enable preparation of the onsite laydown areas, prior to actual utilisation. On site laydown areas require submission and approval through Snowy Hydro Limited to National Parks NSW (minimum 4 week approval process).

What equipment are you mobilising to site?

Currently project specific travelling platform, elevated work platform (EWP & Drill) and Superstructure being designed and progressively built. At time of writing the travelling platform is in the process of fabrication with an intended initial assembly and commission late December 2020.

Any notable employee achievements in the last year?

Will Crosling mobilisation procurement and co-ordination, whilst maintaining understanding of the design process for the travelling platform.

Lachlan James development, compilation and co-ordination of project documentation a significant task (personally – a similar extent required for our large mining projects – for this short term project).

For both gentlemen the project has challenged each of them due to the differences in terminology, procedures, processes relating to the scope of works to that the two have previously experienced on the Mining projects within Redpath Australia.



➤ Snowy Tumut 1 portal entrance.

BROADMEADOW

Mine Location: Moranbah Queensland

➤ Q & A with Mark Donghi, General Manager for Coal.

What have been some of the highlights in the last year for Broadmeadow?

Being awarded the Contract / Started Well On Time (SWOT) / Preliminaries and Design scope completed / Site establishment commenced and completed on time / Piling contractor selected and mobilised on time / Piling scope progressing well, at time of writing.

At present, no injuries, on time and within budget.

Broadmeadow mobilised this year, did the project face any logistical challenges as a result?

Forward planning has enabled a successful mobilisation of the project thus far.

Need to remain focussed on the remaining phases of the project to ensure we continue to mobilise in advance of the equipment being required. This will enable the on-siting process to be conducted and signed off.

Has there been any safety achievements?

No injuries

Participation in "What Safety Means to Me" campaign.

RAISEBORE

Mine Locations: Across Australia

➤ Q & A with Allan Brady, General Manager for Raiseboring.

What have been some of the highlights in the last year for Raisebore projects?

- 700 days plus recordable injury;
- Cadia RVDS World Record and Project performance;
- Being able to keep Golden Grove, Gwalia and Fosterville Projects going during COVID-19 with border restrictions; and
- Very grateful for everyone efforts who dug in and did long swings.

For your projects that were mobilised/demobilised what sort of logistical challenges did you face?

- Had to repair and mobilise Redbore 100 rods for Cadia. With Border restrictions and time constraints Ryan Humfrey was able to get this completed – great effort Ryan!;
- Cadia mobilised in June in sub zero temperatures. A big thank you to Matt Johns and the crews; and
- Fortnam successful project with 82R

Has there been any safety achievements?

- Raisebore Division 700 days plus recordable free;
- Cadia 6 month contract finished incident free;
- Scott Anthony 15 years service;
- Peter Neshoda 10 years service; and
- Jason Woodbine 10 years service.

Have you had any new equipment added to the fleet?

Redbore 90 conversion to a 90EX where it runs higher torque and bigger drill pipe. COVID-19 made this conversion difficult as derrick conversation was completed in Perth and electrical in Brisbane.



➤ Redbore 30 v Redbore 90EX.

Any notable employee achievements in the last year?

Peter Neshoda and Matt Johns working as much as they did in holding all the projects together through COVID-19. Border restrictions proved impossible some times but these guys with the help of Dana kept the drills going.

All of Raisebore crew working as safe as they do and looking after each other. 🚧

“22,445M OF CABLEBOLTS WERE DRILLED AND INSTALLED OVER THE DURATION OF THE PROJECT IN AN EFFORT TO STABILISE A KEY PRODUCTION FRONT FOR THE OPERATION.”

IT'S A WRAP!

MITCH GOWLAND
OPERATIONS MANAGER - METALLIFEROUS


Job well done! Evolution's successful innovation partnership with Redpath at Mt Rawdon came to a close in late 2019. A campaign ground support of the western wall was complete. 22,445m of cablebolts were drilled and installed over the duration of the project in an effort to stabilise a key production front for the operation.

The use of an underground cablebolter in an open pit was a new concept for both Redpath and Evolution, and came with its challenges. Fundamental provisions taken for granted in an underground setting such as power, water, and compressed air all required careful consideration to ensure operability in the expansive open pit environment, while remaining agile enough to demobilise during pit firings. Careful management of the mining sequence was required to coordinate bench flitches to allow access for the Redpath team, along with a whole new risk profile and controls for hazards Redpath typically don't encounter underground such as working against a highwall.

This unique project presented a valuable platform for Redpath to demonstrate our capabilities to a completely new market outside the underground mining industry, all while fostering a relationship with one of Australia's leading gold companies. There is no doubting the success of Mt Rawdon significantly contributed to the award of Mt Carlton.

“Many thanks to Redpath for their continued safe, reliable and efficient approach to what was deemed a “pie in the sky” concept only 18 months ago. Proving this concept of open Pit in cycle cable bolting provided a safer operating environment for all our employees” said Mount Rawdon Operations Manager Dee Tahan, endorsing the success of the project.

The foundation of the project's success was the people involved. Nick Staite led the project from start to finish wearing many hats along the way including; Operator, Fitter, and Trainer. Nick's professionalism and flexibility produced an efficiency of over 30m/hr, with over 95% rig availability.

Redpath are constantly in pursuit of enhancements to the mining cycle, and are widely celebrated for challenging established methods of operation where there is an efficiency gain or productivity improvement available. Redpath are excited to have demonstrated our “Consider it done – safely” approach at Mount Rawdon, which enabled us to safely and proficiently close out the Western Wall ground support project. 

PEOPLE

NITA CARTHEW
HR MANAGER

One Thing is Certain – Change is Constant!

2020 has certainly been a busy year in HR – on many fronts. The emergence of the COVID-19 pandemic at the start of the year affected our business and people in so many ways that we had never thought about, let alone planned for! We asked many of our employees to be separated from their families, relatives and friends to keep our business running, and it was so encouraging to see the ‘can-do’ attitude adopted by our employees during such a challenging period. We also had many people working from home which brought other new challenges to getting work done. While we continue to work with the uncertainty of COVID-19, it appears that we are now on the right track.

People Movements


Our total workforce numbers have continued to increase (1000+) since the start of the year, in this there has been a number of people leave Redpath Australia, however many new faces (plus some familiar ones) have joined us over the year. As we finish 2020, we have needed to significantly ramp up recruitment activity to source people for exciting new projects getting underway late this year and in early 2021. The Venetia Project in South Africa is proving particularly challenging as we have to navigate complex issues such as work VISAs, international travel restrictions, COVID-19 related controls, etc. but it is also a great opportunity for Redpath employees to gain valuable overseas experience.

These new projects, as well as other potential projects in the pipeline, could easily see our workforce grow to well over 1,000 employees in 2021 which would be a huge milestone for Redpath Australia.

Developing Our People

Our Supervisor Development Program re-gained momentum in the second half of 2020, with around 60 of our leaders attending the 2-day program this year. We expect to continue this program into 2021 and provide further development opportunities through our global Pathways program. In addition, we have been conducting Appropriate Workplace Behaviour training for site-based and head office employees using our video-conferencing technology. This will continue until all sites have received this training.

Our Graduate Program has also been a real success with many of our graduates being offered permanent roles this year. We will continue to bring graduates into the business to ensure we maintain a pipeline of talent in Redpath Australia. A joint project has been running this year between HR and Safety to identify our workforce training needs and it is expected that in 2021 we will be in a position to offer targeted training opportunities to a wide range of employees. ▶



**“IT WAS SO
ENCOURAGING TO SEE
THE ‘CAN-DO’ ATTITUDE
ADOPTED BY OUR
EMPLOYEES DURING
SUCH A CHALLENGING
PERIOD.”**

Culture Values Assessment

In mid-2019 we undertook a survey to gain an understanding of what values are most important to Redpath employees and what values does our Company need to embrace to be a high performance organisation. Following the survey we conducted a number of employee focus groups to discuss the survey results and determine what actions we needed to take to ensure we were developing and supporting the culture that we wanted. We recently produced a short video outlining where we have been, and where we plan to go with this initiative. If you have not seen this video, it is available for viewing to all Redpath employees, please email us on redzone@redpathmining.com for a copy of the link.

Legal Compliance

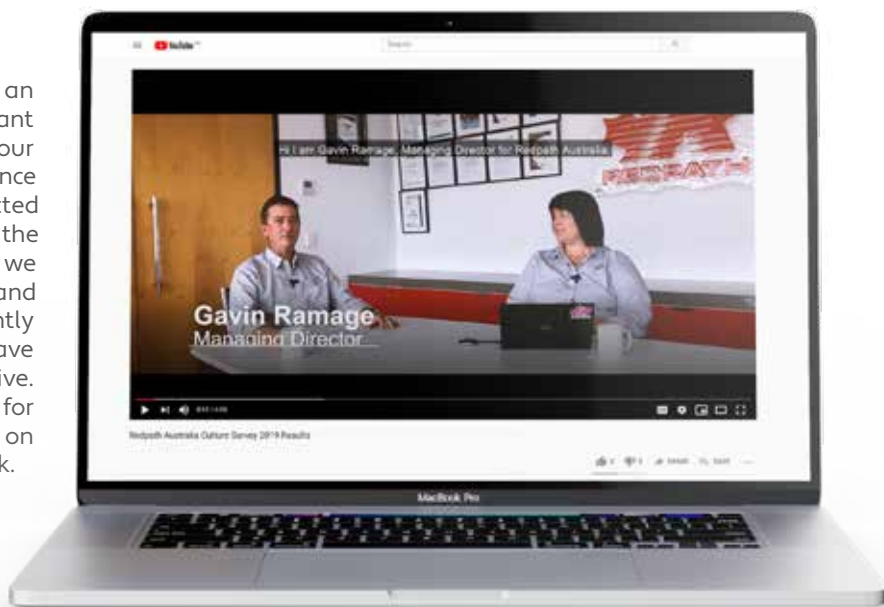
Following a number of significant cases in Australia where companies were found to have underpaid their employees, there has been a raft of legislative changes. Our HR and Payroll team have been working behind the scenes to ensure our time recording and payroll systems are fully compliant with the new legislation.


Reconciliation Action Plan (RAP)

This year we have been developing Redpath Australia's inaugural Reconciliation Action Plan (RAP) using the framework developed by Reconciliation Australia. Our 'Reflect' RAP is the first stage in building a longer term plan for Redpath Australia to strengthen our relationship with Aboriginal and Torres Strait Islander peoples and taking meaningful action to support reconciliation. Not only is this important to Redpath Australia, but it is also important to our Clients.

We have formed a RAP Working Group who will guide our reconciliation strategy, actions and communications.

We recently celebrated NAIDOC week by flying the Australian Aboriginal flag at our Brisbane Office and acknowledging the Traditional Owners of the lands on which we operate our business. During 2021 we plan to implement a range of initiatives aimed at (i) ensuring our



people are culturally aware and respectfully engage with Aboriginal and Torres Strait Islander peoples in our day-to-day work; (ii) building and maintaining strong relationships with Aboriginal and Torres Strait Islander peoples in the communities where we operate; (iii) contributing to positive and sustainable outcomes for Aboriginal and Torres Strait Islander peoples; and (iv) fostering an inclusive and diverse workplace with meaningful employment and career opportunities for Aboriginal and Torres Strait Islander peoples. 



COMPLIANCE

NITA CARTHEW

HR MANAGER & AUSTRALIA COMPLIANCE OFFICER

In 2020, Redpath Australia took part in the annual online Code of Conduct Training. This online training forms an important part Redpath's Global Compliance Program to ensure that all employees understand and practise appropriate conduct in the workplace, and keep their activities and decisions up to Redpath's standards.

Compliance involves having processes in place that ensure employees abide by internal rules of conduct, and comply with the Country's Laws and Regulations. Good compliance is essential to uphold Redpath's policies and procedures and prevent employees from breaking Laws. By having strong compliance Redpath's reputation is enhanced, performance is improved and it contributes to Redpath being a great place to work.

Redpath's Code of Conduct emphasizes the importance for all of us to have ethical conduct.

If you have a compliance matter you wish to report, you may report it using any of the following:

1. The Chief Compliance Officer
 - Ricardo Lopez
 - SouthAmerica-Compliance@redpathmining.cl
2. The Regional Compliance Officer
 - Nita Carthew
 - AustraliaAsia-Compliance@redpathmining.com
3. The Human Resources Department
 - (07) 3868 5000
 - Australia-HR@redpathmining.com
4. Report through the confidential Ethics Hotline 365 day a year, 24 hours a day:
 - Toll-Free Telephone from Australia:
 - Make sure you have an outside line
 - Enter the access code
 - * 1-800-881-011 (Telstra) or;
 - * 1-800-511-155 (Optus)
 - * An English-language voice prompt will ask for the number you are calling.
 - * Enter our toll free number: 800-603-2869
 - * You will then be connected to the hotline.
 - * A Lighthouse greeting will be played in multiple languages. Make a choice from the pre-recorded language prompts or press 000 and tell the English operator the language you speak (preferably in English). An interpreter will then join the call in 2 - 3 minutes. The Lighthouse operator will interview you, aided by the interpreter.
 - * A report in English is then sent to the designated recipient(s) of your company.
 - * Access codes are subject to change.
5. Report directly to your Immediate Supervisor
6. Report directly to any member of Redpath Management Team



FACES OF REDPATH



MICHAEL COOPER

Michael is our Senior Human Resources Advisor and works in our Brisbane Office, QLD.

About Michael...

Nickname: Coops

Home-town: Born in Adelaide, but have lived all over Australia

Length of Service: 7 months

Skills needed to do my job: Sound knowledge of HR processes, employment law, negotiation and mediation, problem solving, fairness, compassion ... and patience!

In my spare time I like to: Spend time with my family, go fishing, bush walking, cycling, and watch movies or crime series

Any special talents: General knowledge (quite handy at trivia nights)

Something that my colleagues wouldn't know about me: I was a multi-night winner on Wheel of Fortune with John Burgess and Adriana Xenides and I rowed in the Australian team at the World Dragon Boat titles in Singapore (both events were a long time ago!)



ANN DEVER

Ann is our HSEQ Systems Coordinator and works in our Brisbane Office, QLD.

About Ann...

Nickname: Don't have one you can't really do anything with Ann

Home-town: Moved too many times to have a home town (last count 35 times)

Length of Service: 1 month

Skills needed to do my job: Being someone in Safety that people actually don't mind seeing or heavy sighing when they do. Also being a jack of all trade as my role entails Admin, Purchasing, Warehousing and Logistic, Training and Document Control. Never a boring day and never a repetitive day

In my spare time I like to: I like to shoot both Pistols and Rifles, both Hunting and Sport shooting and camping. I like to play with Lego. I am currently learning to ride a motorcycle

Any special talents: Learning everything without my brain spilling out of my head (information overload). I can lip read pretty well, comes in handy in crowded rooms

Something that my colleagues wouldn't know about me: Was born profoundly deaf as a result I cannot pronounce the "r" sound. So I actually work at Wedpath not Redpath



SELINA SCHLIMMER

Selina is one of our Administration Officers and works at our Plant Yard Office, QLD.

About Selina...

Nickname: Seeny, Sel

Home-town: St, Marys, Tasmania

Length of Service: 2.5 Years

Skills needed to do my job: Computer and organisational skills

In my spare time I like to: Serve in the Army Reserves, go hiking and travelling, play board games, try new cocktails

Any special talents: Love to bake delicious cookies

Something that my colleagues wouldn't know about me: I have five sisters, and most of my nephews are all boys



TYLER DEBOARD

Tyler is our Apprentice Auto Electrician and works at our Plant Yard Office, QLD.

About Tyler...

Nickname: Tizzy

Home-town: Brisbane

Length of Service: 1 year

Skills needed to do my job: Problem Solving

In my spare time I like to: GO to the beach

Any special talents: Body Boarding

Something that my colleagues wouldn't know about me: 1 of 5 kids



ATHOL NATHAN

Athol is our Maintenance Superintendent for our Cannington Project, QLD.

About Athol...

Nickname: Don't have one

Home-town: Brisbane

Length of Service: 13 months

Skills needed to do my job: Communication, understanding different personalities, understanding & maintaining a good relationship with the client & maintenance experience and understanding priorities.

In my spare time I like to:

I like to attend F45 Gym training and Spend time with my son

Any special talents: I can use a tennis or squash racket with either hand

Something that my colleagues wouldn't know about me: I played a lot of high level representative junior league (North Queensland)



MEGAN WEIR

Megan is our OHS Graduate for George Fisher & MICO Projects, QLD.

About Megan...

Nickname: Megz

Home-town: Brisbane

Length of Service: 3 ½ Years

Skills needed to do my job: Strong work ethic, good communication skills, willingness to learn, patience, flexibility, good people skills

In my spare time I like to:

Gym, Beach, Hang out with my best friend and go to the markets with my partner and our dog

Any special talents: MMA Fighter

Something that my colleagues wouldn't know about me: I represented Australia for Indoor soccer when I was 12 and 17



TYSON BEARD

Tyson is our Superintendent for our MICO Project, QLD.

About Tyson...

Home-town: Cairns

Length of Service: 3 years

In my spare time I like to:

Camping, Fishing and spending time with my family



SHARYN BARTON

Sharyn is one of our Site Administrators for our Lady Loretta Project, QLD.

About Sharyn...

Nickname: Shazz or Shiraz to those in the know

Home-town: Brisbane

Length of Service: 2.3 wonderful years

Skills needed to do my job:

Always having a ready sense of humour and a smile, along with a friendly and courteous attitude to work and people. Quick thinking and problem solving is often required. Listening and a 'Can Do' approach.

In my spare time I like to:

I like to read historic fiction (my fav Outlander Series), watch Netflix, ride horses and motorbikes, work on our family property, swim and surf in the ocean, I am the queen of Mulled Wine and Espresso Martini's in Winter and can rustle up a mean Brazilian Caprioska or Mojito cocktail in Summer. I enjoy time with friends and family and a good game of Squash, Scrabble, Jenga or cards.

Any special talents: I can play the cup song (yes with a cup) and sing it at the same time, and I was a qualified Massage Therapist in a past life...but sssshhhh don't tell anyone!

Something that my colleagues wouldn't know about me:

I was a 100 metre sprinter in my early teen days making it to Qld Championships at QE II Stadium to win a Bronze Medal. Now I am 'hands on knees' after 50 metres!

FACES OF REDPATH



HARRISON CLYNE

Harrison is one of our Loader Operators for our Mt Carlton Project, QLD.

About Harrison...

Nickname: Harry

Home-town: Coolumb Beach

Length of Service: 3 years

Skills needed to do my job: Communication, adaptability and time management

In my spare time I like to: Play golf, fishing, anything to do with the beach and spend time with family and friends

Any special talents: Teeing off in to the bush

Something that my colleagues wouldn't know about me: Believe it or not I still haven't been offered an NRL contract.....



DEBBIE MORGANTI

Debbie is our Site Administrator for Broadmeadow Coal Project, she works in our Brisbane Office, QLD.

About Debbie...

Nickname: DL

Home-town: Brisbane

Length of Service: 1 week

Skills needed to do my job: Computer literacy, workflow guru, problem solving and negotiation skills

In my spare time I like to: Catch-up with family and friends spend time with my kid's dogs. Love a road trip

Any special talents: Remaining calm under duress

Something that my colleagues wouldn't know about me: I participated in UQ's COVID 19 vaccine trial



LACHLAN JAMES

Lachlan is our Safety & Training Coordinator for our Snowy Hydro Project, NSW.

About Lachlan...

Nickname: Lachie

Home-town: Brisbane

Length of Service: 2 years

Skills needed to do my job: Understand, interpret & apply Health and Safety legislation to everyday work activities; Actively communicate about health and safety using a range of verbal techniques; Knowledge of safe work practices & safe operation of various types of machinery/equipment; and the Ability to identify hazards and implement appropriate & effective controls.

In my spare time I like to: Go camping, play touch footy & soccer/futsal

Any special talents: Sports in general

Something that my colleagues wouldn't know about me: I represented QLD Indoor Soccer when I was 16 years old



SHANE SMITH

Shane is our Electrical Superintendent for our Rothsay Project, WA.

About Shane...

Nickname: Whale

Home-town: Adelaide, but I have lived in WA for 32 years

Length of Service: 7 months

Skills needed to do my job: 'A' Class Electrical License, hold electrical nominees ticket, numerous other trade related qualifications

In my spare time I like to: Ride my harley, hangout with family & friends, relax, take in the odd game of footy on TV (All Codes)

Any special talents: Say things the way I see them, without offence. Lift spirits of my work colleagues. Help anyone if I can

Something that my colleagues wouldn't know about me: I represented South Australia in Hockey several times between ages 14 - 18



GRETA BRADLEY

Greta is one of our Site Administrators for our Rothsay Project, WA.

About Greta...

Nickname: Gret

Home-town: Perenjori, WA

Length of Service: 4 months

Skills needed to do my

job: Good communication, listening and organisation

In my spare time I like to:

Catch up with friends, play sport & read

Any special talents:

Unfortunately not!

Something that my

colleagues wouldn't know about me: I was electrocuted at 17 and my first plane ride was RFDS



CALLUM GRAY

Callum is our Safety & Training Coordinator / Offsider for our Raisebore Division.

About Callum...

Nickname: Guns

Home-town: Perth, WA

Length of Service: 15 Months

Skills needed to do my

job: Communication skills, people skills and a good understanding of raisebore operations

In my spare time I like to: Go to the gym and spend time with friends and family

Any special talents: Keeping my girlfriend happy

Something that my colleagues wouldn't know about me: I like to cook



WILL SHORT

Will is our Alternate Project Manager for our Olympic Dam Project, WA.

About Will...

Nickname: Will, Shorty

Home-town: Curramulka, South Australia

Length of Service: 2 years, 6 months

Skills needed to do my job:

Flexibility, Patience, Agility / Quick thinking, Empathy, Listening, Negotiation, Understanding, Multi-tasking

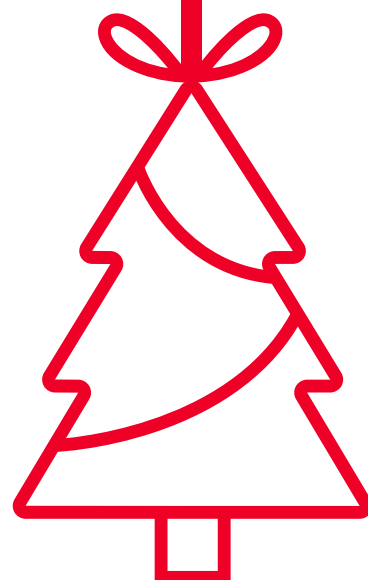
In my spare time I like to:

Spend time with my family, camping, boating

Any special talents: Ability to start jobs at home and move onto the next before finishing the first one!

Something that my

colleagues wouldn't know about me: My first car was a HZ Kingswood 253 V8 T-Bar auto, best car I owned!

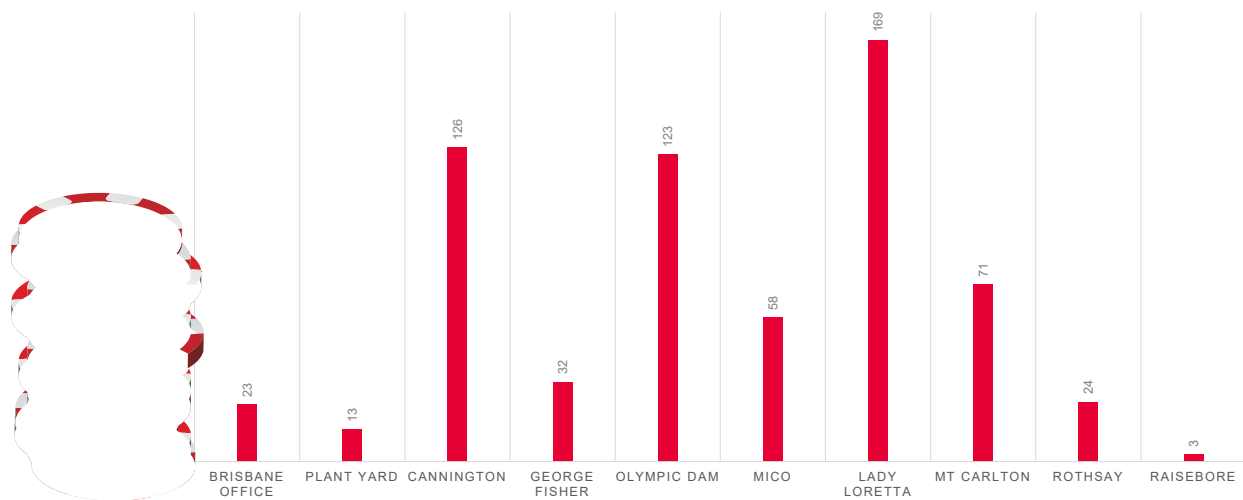


ACHIEVEMENTS & RECOGNITION

TOKEN PROGRAM

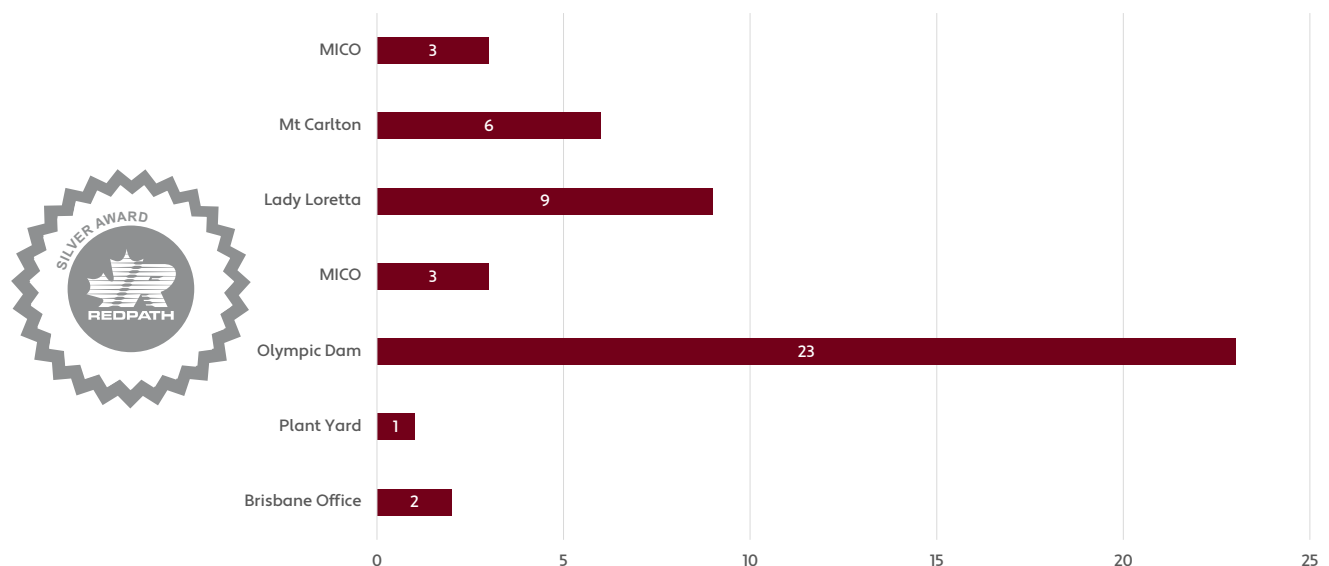
At the start of 2020 we launched a re-vamped Achievement & Recognition Program. The program included the commencement of a token program. Whereby each member of the Redpath Leadership Team are allocated tokens each month. These tokens are to be presented to individuals that have displayed safe, productive or acts of integrity.

This year we have handed out over 600 tokens!



SILVER AWARDS

The Silver Achievement Award recognises individuals for an outstanding achievement or effort based on the following criteria: An implemented suggestion that improves the safety, quality or productivity to their work group, their department or Redpath Australia as a whole; Outstanding leadership/mentoring; and the Individual's outstanding contribution to their project.



SILVER AWARD RECIPIENTS FOR 2020



CONTINUOUS SERVICE



Fantastic achievement - thank you for your hard work and dedication to Redpath!

We celebrate employees who reach 5, 10, 15 and 20 years. Thank you for your hard work and dedication!

Beames, Gareth	Lady Loretta
Bimrose, Anthony	Mt Carlton
Bolton, Rory	Rothsay
Bourke, Mick	Olympic Dam
Brian, Daniel	Olympic Dam
Cavanough, Peter	Brisbane Office
Clark, Owen	Olympic Dam
Clarke, Steven	Rothsay
Clementi, Cody	Olympic Dam
Collings, Michael	Lady Loretta
Combs, Aragorn	Lady Loretta
Franceschi, Daniel	Rothsay
Gardiner, Dean	MICO
Gatt, Marc	Mt Carlton
Grindle, Scott	Mt Carlton
Hale, Leesa	Mt Carlton
Hammond, Jason	Rothsay
Huxtable, Tom	Olympic Dam
Ireland, Mark	Mt Carlton
Jukes, Adam	Olympic Dam
Kelly, Matthew	Plant Yard
Lawrence, Luke	Cannington
Little, Paul	Olympic Dam
Macri, Patrick	Olympic Dam
McCreath, Wilson	Lady Loretta
Pilon, Shannon	George Fisher
Ponsonby, James	Lady Loretta
Savu, Daniel	Brisbane Office
Schmidt, Brett	Lady Loretta
Scuderi, Simon	Lady Loretta
Sharma, Ritesh	Cannington
Short, William	Olympic Dam
Smith, Warrick	Olympic Dam
Soledad, Erick	George Fisher
Squire, Dylan	Olympic Dam
Staite, Nick	Mt Carlton
Surtees, Jon	Olympic Dam
Taylor, Candice	Mt Carlton
Walker, John	Lady Loretta
Weber, Daniel	Olympic Dam
White, Andrew	MICO
Whittington, Robert	Olympic Dam
Young, Joshua	Mt Carlton



RAFE HORSINGTON



SCOTT ANTHONY

15
YEARS



STEWART KOMSIC

10
YEARS



TIM LANYON

10
YEARS



BIANCA MILLARD

10
YEARS



ANDREW EVANS

10
YEARS



NITA CARTHEW

10
YEARS



GAVIN RAMAGE

10
YEARS



PETER NESHODA

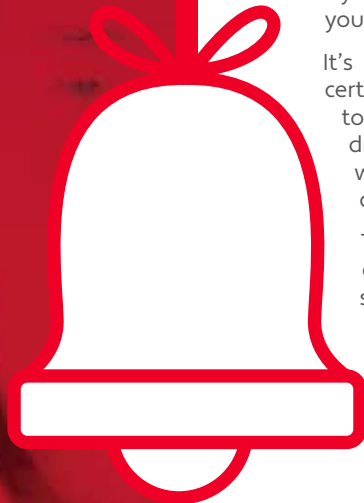
10
YEARS



PETER PASHEN

10
YEARS

"AS WE APPROACH CHRISTMAS, IT'S OFTEN A VERY BUSY AND TURBULENT TIME SO PLEASE REMEMBER TO LOOK OUT FOR YOUR MATES AND OFFER A HAND (OR AN EAR) IF SOMEONE IS NOT DOING WELL, OR WITHDRAWN FROM THEIR NORMAL SELVES."



NOT EVERYTHING GOES TO PLAN!

GEOFF BROWN
OCCUPATIONAL HEALTH ADVISOR

Late in 2019, we commenced what would later be known as our Strength in Numbers Mental Health and Wellbeing campaign. It began with a road trip around all Redpath Australia sites to start the conversation around mental health in mining.

Fast forward twelve months and we can honestly say there is no way we saw 2020 coming. Our plans around our mental health program changed very quickly and we had to pivot around what support we could provide to all sites. What started out as a way to learn about dealing with mental health in mining, quickly escalated due to the pandemic and everything was thrown into chaos.

If you close your eyes and look back to the beginning of this year, did you imagine you would be exactly where you are now? Probably not.

It's human nature to have plans or aspirations for our life to go a certain way. It could be dreams to find a special person, or to find a way to keep your family together, or to have a strong career. Maybe your dream was not about any of this but was finally coming to terms with who you are. At the end of the day, we still have those plans and would love for them to go perfectly as we imagine.


The thing is, not everything in life goes to plan and what challenges a lot of us mentally is the picture in our head of what it was supposed to be like. Sometimes, even the most thought out plans fall short.

The purpose behind our "Strength in Numbers" program, was so that when things don't go to plan, we have a plan B. We have our families, our colleagues and our mates who we can all look out for and notice those signs of struggle in order to start the conversation. While our program wasn't able to go to plan, the message behind it still remains and it is extremely important.

As we approach Christmas, it's often a very busy and turbulent time so please remember to look out for your mates and offer a hand (or an ear) if someone is not doing well, or withdrawn from their normal selves.

We live in a world where so much time goes into preparation of our plans. We stress too much about the outcomes, especially if the outcome is not perceived to be in the right direction. We stress way too much about what hasn't happened yet and things outside of our control. Because of this, we forget to enjoy each day and live in the present. We also forget to celebrate how far we've come. We forget that not everything goes to plan how we would like it to but that's the best part.

Life is not meant to be perfect. We as humans learn and adapt through failures, challenges and struggles. For me personally, I wouldn't be here, trying to help others in mining if it were not for my own struggles and failures. I fought like hell and worked my tail off to climb out of those failures and now I'm in one of the best jobs I've ever had, so I am always grateful for the opportunity, which would never have come if not for those failures. I had never even considered the mining industry prior to this.

The point of all this is, in all these times of struggle, chaos and failure, you rebuild. If plan A didn't work, the alphabet still has 25 more cool letters to choose from. Embrace the struggle, create new plans and push forward to obtain the best quality life for you. Nobody will do it for you. 

REDPATH DEVELOPING FUTURE LEADERS IN MINING

MITCH GOWLAND
OPERATIONS MANAGER - METALLIFEROUS

An enthusiastic group of 21 multi-disciplined graduates from fields including engineering, safety and HR, joined Redpath Australia's management earlier this year in Brisbane for two days of professional development and networking. A diverse range of challenges were put in front of the young professionals to build on their already established leadership and teamwork skills.

Presentations from senior management were well received and helped context why Redpath Australia are investing heavily into the graduate program based on the strategic growth plan for the business. Gavin Ramage, Redpath Australia Managing Director made it clear to the group that we value the professionals on the Program and see them as a critical part of the future success of the business.


Former Redpath Australia Graduates; Eden Roscoe – Mt Calton Project Engineer, Ross Edmonds – Lady Loretta Safety Manager, and Alex Wheeler – Mt Carlton Project Manager, demonstrated future pathways by sharing their experiences since finishing the graduate program. Their advice was valued by the young engineers with plenty of discussion generated.

It became obvious that all of the graduates have a competitive edge during the team building TopGolf session on the Gold Coast. The playoffs came down to two Mt Carlton graduates with Adam Bennett narrowly defeating Lachlan James on the last shot. James Curwood from Lady Loretta rounded out the top three.

An opportunity to network in a more relaxed environment was provided in the form of a dinner at the Belvedere Bar and Grill on the Brisbane River at Portside. Project and senior management were present to offer guidance to the group on the night. It was great to see some relationships established which no doubt will result in ongoing mentoring opportunities throughout the program.

The refreshed Redpath Graduate Development Program is a three year platform designed to complement our young professionals' academic education and existing work experience and ensure that graduates joining Redpath Australia continue to grow and be challenged both professionally and personally. The ultimate goal is to develop the graduate's management and technical skills by providing the training and experience required to successfully complete their First Class Mine Managers Certificate of Competence.

There are currently 22 Redpath Australia Graduates covering a diverse range of skillsets including Safety; Lachlan James, Lachlan O'Leary, Stuart Jackson, Mining Engineering; Matt Butler, Rob Jankovic, Harry Knox, Riley McAneney, Damien Abrahams, John Athanassiou, Sveta Temirov, James Curwood, Dominic Rosier, Cody Clementi, Patrick Macri, Civil Engineering; Callum Farr, Mechanical Engineering; Will Crosling, Max Foley, Michael Monahan, Nam Lim, and Human Resources; Ben Phan, Claire Gordon.

The scale of this event demonstrates Redpath Australia's commitment to ensuring our emerging leaders are mentored and provided with support during their development. There is no doubt, based on these young engineers aptitude and attitude, Redpath's future is in good hands. 



**"THERE IS NO DOUBT,
BASED ON THESE
YOUNG ENGINEERS
APTITUDE AND
ATTITUDE, REDPATH'S
FUTURE IS IN GOOD
HANDS."**

OUR GRADS



WILL CROSLING

About Will and his graduate program...

Name: Will Crosling

Age: 26

Lives: Brisbane, QLD

Degree: Mechanical Engineering - UTS

Site: Snowy Hydro Tumut 1 Project, NSW

Current Role: Graduate Mechanical Engineer – duties extend to project planning, technical support and daily costing.

Best Graduate Experience: By far getting time on the tools when I first started. The opportunity to get the hands dirty, quite literally and I'm talking head to toe in oil and grease. While it may not seem that way at the time, this is the most rewarding and intimate experience you will get with any machine. You don't forget the times you get pulled up for making a complete cock-up of a job. Something that gives you a lot of perspective. Take it in your stride and learn from it.

Most Challenging Experience: Thrown in the deep end in with a complete overhaul of a Mitsui S200 road header. Have seen road headers in action in previous jobs on tunnels and never imagined I would be pulling one apart to put back together. There have been a lot of 'spanners thrown into the works' along the way to say the least. Surrounded by a great team and good attitude. We will see the road header through, and look forward to seeing the road header in action in all its glory. Hard work sure to pay off.

Next Move: Heading off to site which will see me through to the completion of the Graduate Program. Looking forward to some underground time and making new connections.

Interests Outside of Work: Rugby is life, won't be hanging up the boots anytime soon.

What I'll be doing in five years: Hard to say. The demand and opportunity present in the industry we work in is constantly changing. I'll keep an open mind and take the opportunities and challenges as they come. As to where I see myself, it's a big wide world so somewhere abroad in a position of leadership would be desirable.

Advice to New Graduates: Have a laugh and always smile even if times are tough. Get to know the people you work with, everyone is treading a different path to you. You will find you can learn a lot from others. Back yourself and take up any challenges with eagerness and an open mind.



CALLUM FARR

About Callum and his graduate program...

Name: Callum Farr

Age: 23

Lives: Brisbane, QLD

Degree: Civil Engineering – Queensland University of Technology (QUT)

Site: Brisbane Office, QLD

Current Role: Graduate Engineer – Currently completing a stint in the office working as project support and data control.

Best Graduate Experience: Best graduate experience would have to be working at Mt Carlton. The comradery and teamwork of working on a small crew, as well as being prepared to do more than your 'designated' role – helping out where it's needed to ensure the team gets all the work completed.

Most Challenging Graduate Experience: My transition from site to office, learning the other side of the business that you don't fully appreciate when you're covered in sweat working underground! Having the opportunity to come into the office has given me great insight, working with experienced people who have an answer for just about anything mining related you can throw at them!

Next Move: Finishing off my time here in the office and transitioning back out to site for more hands on experience at Olympic Dam.

Interests Outside of Work: Rugby, mountain biking, snowboarding, beach, travel

What I'll be doing in five years: I'm looking forward to getting back out to site in the graduate program to further my understanding of mining operations, making the most of the opportunities that are thrown my way. I've always wanted to work for a contractor where I feel you are exposed to the full extent of mining operations as a graduate. Using this as the foundation, I'd ultimately like to transition into a leadership role in the future with Redpath on one of their contracts.

Advice to new graduates: The graduate program doesn't follow a strict structure – it's dynamic. When new and challenging opportunities arise and are presented to you, be thankful and take them with both hands. Everything you do in the graduate program is supposed to help you in the long run. Make sure you have a go and build relationships with your crews – they become your second family.



OUR COMMUNITY

EXTRACT FROM GLENCORE MOUNT ISA MINES OCTOBER 2020
RESOURCE CENTRE

LADY LORETTA MINE KEEPS NEIGHBOURS IN THE LOOP

In October Glencore had the opportunity to share our achievements with neighbouring landowners, mines, and key local stakeholders who visited Lady Loretta mine for our annual Neighbours Day.

With a bus embarking from Mount Isa, stakeholders travelled the 280 kilometre round trip for an opportunity to see the high-grade zinc-lead-silver underground mining operation first-hand.

Starting with a quick surface tour it was followed by an operational update presented by the management team and various mining displays, the highlight for the visitors was definitely the unique opportunity to go underground.

The day was capped off with a delicious barbeque lunch at the Lady Loretta village camp which included a tour of the facilities. Some may be surprised by how comfortable the camp facilities are, acting as a "home away from home" complete with a pool, impressive gym facilities, walking trails and shared common spaces to hold social gatherings.

Richard Epstein, Manager Lady Loretta Project was pleased with the positive response to the event, with more than double the number of stakeholders participating this year.

"It's important that we have opportunities such as this to share what we do, how we do it sustainably and what our plans are moving forward," says Richard.

"We contribute to the Queensland economy, invest in our local communities, create jobs for 250 people, operate sustainability under an Environmental Authority and we plan to leave a positive legacy for the region post mining."

"Lady Loretta mine has a well-defined orebody with an expected life of mine which extends to 2023."

"The 2020 Neighbours Day is a part of our ongoing engagement with a broad range of stakeholders to agree on a post-mining land use in accordance with Queensland's statutory requirements."

Lady Loretta mine, which is operated by our contracting partners Redpath Australia, plays an important role in Glencore Queensland Metals' zinc profile.

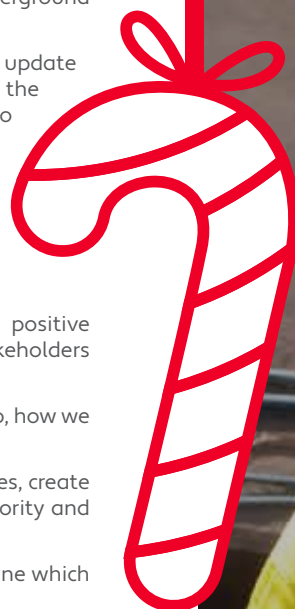
The mining lease covers around 2782.8 hectares and the underground mine is 550 metres deep, with around 37 kilometres of tunnels and a further four kilometres planned in 2020.

The operation produces around 1.6 million tonnes of high-grade zinc-lead-silver ore each year which is transported to Mount Isa and blended with ore from George Fisher Mine prior to processing.

"We're committed to minimising environmental impacts from our operations and already undertake progressive rehabilitation, where possible, with extensive planning to close the operation and restore mined land to an agreed land use," says Richard.

"Our vision for closure is to leave a safe, stable, non-polluting and sustainable landform for the final land use that is consistent with the surrounding landscape that allows for a timely and cost effective surrender of the mining lease." ▶

"LADY LORETTA MINE, WHICH IS OPERATED BY OUR CONTRACTING PARTNERS REDPATH AUSTRALIA, PLAYS AN IMPORTANT ROLE IN GLENCORE QUEENSLAND METALS' ZINC PROFILE."



▶ Bernadette Strow, Club Manager, Mount Isa PCYC.

One of two visitor groups that went underground in front of the mine portal.



At Redpath Australia, the mental and physical health of our employees is very important, that is why we have continued to support programs like Men's Shed, Mates in Mining, Movember, etc. These programs encourage and assist our employees and community to look out for each other.

Thank you to the Burdekin Men's Shed for giving us the opportunity to assist you, we hope these tools will give you many years of creating amazing projects!

At the end of every year Redpath employees have the opportunity to participate in our Christmas Charity Raffle. The money raised is then donated to the winners nominated charity.

Redpath Onboard with Gumlu School

Gumlu State School, situated about 50km from Mt Carlton in the Whitsunday Region held their biannual Car Show and Fishing Competition in late 2019. The two coordinated, family friendly fundraising events are held to support farmers and graziers in the region and to acknowledge their struggles. The event is heavy on social interaction and promotes ensuring the mental and physical health of those



Gumlu students with Redpath Australia's donation of footballs.

from the land. All proceeds go to the Aussie Helpers charity to support struggling farmers in their time of need.

When Redpath heard about the event right on the doorstep of Mt Carlton, we couldn't help but get involved. Redpath footballs were donated to be included in children's showbags for all of the Gumlu School students.

Redpath acknowledge that community endorsement is a vital pillar of any mine's licence to operate and contractors have a part to play in maintaining that. Supporting the communities in which we operate is something Redpath sees as business critical. We are confident our strong relationship with the Burdekin and Whitsunday communities will continue for long into the future.

Supporting "Men's Shed" in Australia

We are proud to support the local communities where we work. Recently we were able to assist the Burdekin Men's Shed in Ayr Queensland with donating much needed Stihl power tools.


Men's sheds play an important role in the community by providing meeting places where men can find social support and camaraderie.



We support the Men's Shed in Burdekin with Stihl power tools..

2019 Christmas Charity Raffle

For 2019 our employees raised a total of \$1455, which has been donated to the nominated charity WIRES Inc (Wildlife Information, Rescue & Education Service).

This charity is working tirelessly to help rescue and care for the wildlife victims of the fires currently battling our country. Thank you to all our employees who participated and we are proud to have the opportunity to support such a great cause. 

500 FOR ZERO

Earlier this year we announced our collaboration with **MATES in Mining** to deliver our “Strength in Numbers” Mental Health program across Redpath Australia.

Accompanying this program we introduced a new safety initiative and combined this with our National Community Sponsorship.

The initiative has been called “500 for Zero”, where we made the commitment to donate **\$500 to Mates in Mining** for every week we record zero injuries across our sites.

Our donation will go toward helping **MATES** save lives in the Construction, Mining and Energy industries.

WHY MATES IN MINING EXISTS

Research has indicated a decrease in suicide rates since the inception of MATES in Construction in QLD when compared to other states that had not yet adopted the program. MATES in Mining therefore adopted the MATES program and is approaching 15,000 people who have been general awareness trained, opening discussion and reducing stigma, enabling workers to offer help to others.



39 weeks with
no recordable injury

\$19,500

updated tally
as of 14 December
2020

Mining Industry Workers Trained by Mates:

13805

PEOPLE GENERAL
AWARENESS
TRAINED (GAT)

1177

PEOPLE
CONNECTOR
TRAINED

153

PEOPLE
ASIST
TRAINED

155

CASES
MANAGED

IF YOU NEED SUPPORT PHONE
1300 642 111 (MATES)
1300 687 327 (EAP)



THE RED CORNER



Happy 50th Matt!
Matt Nuttall, Operations Manager at Lady Loretta



John Athanassiou Presenting at UNSW Networking Night



Our Graduate Program went international with Mat Butler in Zambia.



MICON-DRILLING



TWO WORLD RECORDS

REDPATH AUSTRALIA - REDBORE 100
AUGUST 2020

RECORD ONE

17' 10" MICON RVD5 RUN 454 (84 / 79MM)

RECORD TWO

17' 10" MICON RVD5 ACCURACY 846 (84 / 21MM)



Geoff (Redpath Australia) & Justin (Mates in Mining) discuss how you can support your MATES for RU OK Day.

Claire Gordon from Brisbane Office makes a trip to Lady Loretta project.



April 2020 - Redpath employees following social distancing practises, while travelling to sites.



Meet Candice, one of our Cablebolt Operators at Mt Carlton.



Mt Carlton Open Day.



MICO, Queensland.



@RedpathMiningContractorsandEngineers



@TheRedpathGroup



linkedin.com/company/redpath-mining



youtube.com/user/TheRedpathGroup

Enjoying the new look REDZONE?

If you have any news, stories, pictures or feedback please send an email to redzone@redpathmining.com