

THE REDZONE



8

Vent Shaft project demobilised

12

The Redzone - Our People, Our Rewards

23

500 for Zero Photo Competition



REDPATH
redpathmining.com

CONTENTS

A Message From The Managing Director	3
Safety	4
Projects	5
Vent Shaft project demobilised	8
People	9
Compliance	11
The Redzone - Our People, Our Rewards	12
Faces of Redpath Australia	13
Achievement & Recognition	16
Strength In Numbers	18
Our Graduates	19
Redpath Australia are Proud to Sponsor	21
500 for Zero Photo Competition	23
The Red Corner	24

8

Vent Shaft project demobilised.



COVER

The Redzone is getting renovated! Check out Page 12 of this newsletter for more details.



23

500 for Zero Photo Competition.



A MESSAGE FROM THE MANAGING DIRECTOR



Welcome to the 30th Issue of the Redzone.

We are halfway through 2021! Firstly - I would like to start this message off by saying 'Thank you'. Thank you to all our staff as we continue to work in the new 'normal'. I know at times it can be quite difficult through various lockdowns and restrictions. However I am continually impressed by the resourcefulness and dedication displayed by our people and the exceptional value you bring. Thank you again for your ongoing dedication and commitment.

As we continue to combat these disruptions, Redpath Australia continues to achieve successful outcomes for our Clients and Staff.

The Redpath Australia Art of Engagement Safety Leadership program was introduced in February this year. This program has been designed to assist our frontline leaders, in understanding their key responsibilities towards enhancing safety and creating a culture whereby people in all roles demonstrate active care through engagement and robust conversations. The program has been well received and we look forward to hosting further sessions throughout the year.

Our 2021, 500 for Zero safety initiative is off to a flying start. At the end of Q1 our donation tally is at \$4,500 for our chosen charity, MATES in Mining. MATES in Mining provide essential mental health and suicide prevention training to mine sites and we are excited to again assist them in providing this critical training.

A summary of our most notable achievements in Safety performance for 2021 are as follows:

- Raisebore Division - exceeding 900 days TRI Free; and
- Plant Yard - exceeding 600 days TRI Free.

An honourable mention - Congratulations to Peter, our Senior Safety and Training Advisor, who was recently awarded the 2021 Outstanding Site Trainer and Assessor award from the Resources Training Council. This is an excellent achievement and I thank Peter for his contributions to Redpath and our industry as a whole.

In March, Redpath Australia took delivery of the first Sandvik DD212 production drill. Currently operating in Silver Lake Resources' Rothsay gold mine in Western Australia. The DD212 is a single-boom, electro-hydraulic drill for mining development and production and has been highly anticipated in the Australian narrow vein market. To date the production drill has delivered on increased safety and productivity as expected.

Additionally, we have made significant progress on "improving our systems and processes" with a number of global projects progressing well, including: Intelix (Safety), CAM (Maintenance), JDE Inventory, Ramco, and LMS (Redpath Australia online induction platform).

Despite continued COVID-19 outbreaks and the new variants arising globally, we have continued to build on our global standing as a leading contractor and have secured new work. In the last six months we have been successful in winning a milestone raiseboring contract in NSW. It is the largest single raiseboring contract in the Redpath Group's 59-year history. The contract scope involves three Redbore rigs; Redbore 100, Redbore 90EX and Redbore 90. All three rigs are designed and manufactured in North Bay Canada, and are contracted for eight holes, totalling 5.3km.

In closing, I'm especially excited to announce that The Redzone is being renovated! What does this mean? We have exciting changes coming to news, benefits and recognition and will be sending further updates about this via email & text message, so stay tuned!

Trust you enjoy the content in this Issue of the Redzone and remember, Safety - First, Last and Always. 🇺🇸

Gavin Ramage
Managing Director

SAFETY


GRAEME CHRISTIE
HSEQ MANAGER


Over several years Redpath Australia has been one of the contractors leading the industry in safety performance. However, our ongoing challenge is to maintain focus on eliminating personal injuries by getting back to basics. Remember, we are all responsible for our own safety, health and well-being and that of our colleagues. Personal responsibility exists at all levels and we need to work together to improve the safety of our work environment. This means following established procedures and reporting hazardous equipment or conditions observed.

To this date, 80% of our injuries are classified as musculoskeletal. Many incidents occur due to a lack of awareness or loss of focus, inattention, distractions and stress. Take time to assess, plan and monitor all work you undertake to achieve the safest possible outcome every time.

Thank you for continuing to send the many high calibre nominations for the Silver Award program. Please continue to innovate and look “outside of the box” for opportunities to make our work places a safer and more productive place to work. Remember all Silver Award recipients automatically qualify for the Platinum Corporate Award, which is decided upon by the Senior Management team and awarded at the end of 2021. The winner is presented with a certificate and \$2000 gift card.

As we are all aware and constantly reminded, COVID-19 is still with us. As we move into the flu season we need to continue to be diligent in minimising the spread of this virus by maintaining good hygiene practices and staying home if we are sick.

Remember there is nothing more important than your safety and the safety of the people around us. So let us all take the time to reflect back and review our “What Safety Means to Me” safety board and the reasons why safety is important to YOU. 



“REMEMBER THERE IS NOTHING MORE IMPORTANT THAN YOUR SAFETY AND THE SAFETY OF THE PEOPLE AROUND US. SO LET US ALL TAKE THE TIME TO REFLECT BACK AND REVIEW OUR “WHAT SAFETY MEANS TO ME” SAFETY BOARD AND THE REASONS WHY SAFETY IS IMPORTANT TO YOU.”

PROJECTS

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

CANNINGTON

Mine Location: North-West Queensland

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

Q What would you say have been the highlights for Cannington in the first half of 2021?

All our key metrics for cablebolting & fibrecrteing have all been above target, as well as crushed tonnes for the ROM project.

In addition, we have had new sprinklers for the ROM installed, which cover a 25 meter radius and provide dust suppression for the stockpiles and surrounding areas.

Q What safety achievements has Cannington had?

New mounts were developed for the crusher pan feeder, this has greatly reduced the amount of repairs that need to be carried out, which has reduced the manual handling from the maintenance team, as this task is in a very confined work area.

We have also had a UHF radio installed on the ROM pad, which is powered by a solar panel & rechargeable battery.

Q What do the next six months look like at Cannington?

We have a great opportunity with project work on the surface, for the spillways at the tailings dam, which means that we will add two additional operators to the surface crews.



✔ Cannington projects new LV hoist.

GEORGE FISHER

Mine Location: Mount Isa, Queensland

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

Q What safety achievements has George Fisher had?

We put the challenge out to the workshop, to see if they could remove the bench grinder from use on site and introduce alternative tools/ways to eliminate the need of the bench grinder. Our team did a great job at successfully completing this challenge.

Q Has there been any new equipment added to the fleet?

We have had a new Normet Agi TRU052 join the fleet which holds a 6.4m load. This has given us the ability to increase our load holding capacity over our normal 5.4m load.



Q Has any of George Fisher's employees reached any achievements or milestones?

Craig Fisher has reached 10 years service with Redpath Australia. Craig started with us back in 2011 and has worked on various projects throughout north Queensland during this time. Congratulations Craig!

MICO

Mine Location: Mount Isa, Queensland

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

Q Has there been any special training conducted at site or offsite to assist Redpath Australia employees?

Yes, all MICO Supervisors and Leading Hands have completed the Redpath Australia Supervisors course.

Q Has any of MICO's employees reached any achievements or milestones?

Congratulations to Thomas Godfrey, who has been at MICO for 2 years and is now moving into a Supervisor role. Tom is a great asset to the MICO team and will do a fantastic job in his new role.

Q Has been any significant improvements made at site?

Andrew White has been put on as a floating batcher. His role is to float across all crews, enforcing batch plant standards. Since he has commenced in this role we have seen many improvements with everyone getting on board to this new standard. ▶



LADY LORETTA

Mine Location: North Queensland

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

Q What would you say have been the highlights for Lady Loretta in the first half of 2021?

- We have had a good safety performance at site. However we must always remember to be vigilant against complacency;
- We have continued to build on a good H2 2020 with production targets met or exceeded;
- Excellent wet season management with minimal delays to operations;
- Upgrade to the LLM fleet with the commissioning of 2 new Sandvik 621 underground loaders; and
- Successful transition of our catering contractor from Spotless to Discovery.

Q What safety achievements has Lady Loretta had?

- Commencement of the SHMS upgrade, with 10 new bow-ties Risk Assessments;
- STP upgrades including new concrete slabs and a new sump installed;
- An engineered Truck tippie stop-log was installed to ensure the safety of our employees when tipping waste into a pass. The engineered stop-log is bolted to the ground and chained off to the walls;
- Paste camera and light – The camera and light is able to be installed on the other side of the bund (within the exclusion zone). There is 20 metres of cable so view screen for the camera is all to be installed is a safe location, the isolator is turned on and the Paste crew are able to complete their inspection;
- A cam-lock fitting was added to the capacitive high level sensor on the Paste Plant binder day silo. Previously, in order to check / clean the sensor, the cables needed to be removed and the sensor would be unscrewed from the silo; and
 - Cables can be left connected to the sensor removing the need to isolate them.
 - Sensor can now be removed whilst the plant is running.
 - Large tooling no longer required to be taken to the top of the plant minimising manual handling risks.
- 16 new ERT members are completing their national competencies to join

our team at Lady Loretta Mine. This will boost our number across site to ensure we have coverage on all crews.

Q Has there been any new equipment added to your fleet?

- 1 new and 1 near new Sandvik 621i loader were added to the LLM fleet. Both are currently at work performing both manual and remote bogging duties; and
- 4 new Landcruiser utes arrived to replace units at the end of their service life.



Lady Loretta's Warehouse Crew.

OLYMPIC DAM

Mine Location: Roxby Downs, South Australia

Q & A with Kieran Knox, Project Manager for Olympic Dam Project.

Q What would you say have been the highlights for Olympic Dam in the first half of 2021?

Achieving a 98% development schedule compliance with a reduction in workforce numbers. Consistently spraying 7000m³/month while reducing cubes sprayed per metre and increasing heading numbers sprayed. Drilling and installing 14,500 cabolt metres per month and consistently over 12,000 metres per month with a reduction from four to three cabolt rigs. All possible while maintaining a major mobile fleet availability of 88%.

Q What improvements have been made at site in 2021?

Working towards continuous improvement in reducing shotcrete cubes sprayed per metre of lateral development, via technological innovations such as smart scans and improved spraying discipline to realise cost savings for the client.

Q Has there been any notable employee achievements?

As a whole, the workforce

at Olympic Dam can take pride in the professional, positive and safe attitude that is being demonstrated throughout the transition from Lateral Development and Ground Support Services Provider to Ground Support Services Provider during the second half of 2021.

MT CARLTON

Mine Location: South of Townsville Queensland

Q & A with David Johnson, Project Manager for Mt Carlton Project.

Q What would you say have been the highlights for Mt Carlton in the first half of 2021?

- Increased productivity and results;
- Breaking records in March, April, May (Development, Production bogging, Production Drilling, Cables);
- Established three portals as well as starting the A39 development; and
- 100 day TRI free reached following an injury in February.

Q Has there been any special training conducted at site or offsite to assist Redpath Australia employees?

- LEAN training – Superintendent & Engineer;
- Shotfirer training;
- NSW Shift Supervisor course; and
- Onsite ERT.

Q What do the next six months look like at Mt Carlton?

The next six months will see the A39 development commence in full, with a focus on safe high speed decline development. Mt Carlton's V2 mine will also start to transition into more of a production mine with development starting to slow down, so focus will change to prioritise mining ore tonnes to meet targets without compromising on safety.



Mt Carlton Portal.

ROTHSAY

Mine Location: Southern Murchison Region, Western Australia

Q & A with Justin Todd, Operations Manager for Western Australia Projects. ▶

Q What would you say have been the highlights for Rothsay in the first half of 2021?

- Delivery of the new DD212 production rig, this machine was specifically designed for the project, so it could drill up the hanging and footwalls within 100mm in a narrow vein stope;
- Excavation of Rothsay's main return shaft (Raisbore);
- Commission of Sites Primary Ventilation Fan;
- Installation of RCT new digital remote system;
- Commencement of the narrow vein underground stopes; and
- Commencement of the Jupiter Decline to access the Jupiter orebody.

Q Has there been any new equipment added to the fleet?

- 1 x 421 Jumbo;
- 1 x 517 Bogger;
- 2 x 203 Boggies;
- 2 x DD212 Development Jumbo (31st May);
- 1 x DD212 Production Drill Rig (March);
- 1 x DD212 Production Drill Rig (31st May);
- 1 x Digital RCT Teleremote System; and
- 2 x Toyota LV's.

VENETIA

Mine Location: Limpopo province in South Africa

Q & A with Daniel Brian, Project Manager for Venetia Project.

Q What would you say have been the highlights for Venetia in the first half of 2021?

The Venetia Project has successfully mobilised and raised the bar in terms of what it truly means to Start Well On Time (SWOT). A tremendous amount of hard work from all involved and careful planning has ensured the successful SWOT and is reflected in the projects performance to date.

Q The Venetia project was mobilised since our last Redzone Issue, did you face any challenges and what successes were there?

Venetia represents Redpath Australia's first international project in Africa during a time where a global pandemic continues to cause significant disruption to travel and supply chains. Despite restrictions around entering Australia, we have successfully returned all personnel home on time as planned.

Q Has there been any new equipment added to your fleet?

At Venetia Redpath is helping to build the mine of tomorrow and has the opportunity to work on a brand new fleet of Sandvik 'i' series machines from loaders through to drills. It is anticipated a new machine.

Q What do the next six months look like at Venetia?

The next six months will have a continued focus on skills transfer to the broader Integrated Owners Team and operational readiness for production scheduled to start in 2022.



▶ The Integrated Owners Team (IOT). The combined management team made up of De Beers Venetia Mine and Redpath employees.

RAISEBORE

Mine Locations: Across Australia

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

Q What would you say have been the highlights for the Raisebore Division in the first half of 2021?

The Raisebore Division reached 2 years Recordable Injury free in January 2021. A significant milestone for the division and a testament to Redpath Australia employees ensuring they keep safety at the forefront.

In addition, we were also awarded with the largest raisebore contract in Redpath's history. Project is located in New South

Wales and we commenced onsite in June 2021.

Q Has any Raisebore employees reached any achievements or milestones?

- Jackson Bevan 10 Years Service; and
- Zac Muhovics 10 Years Service.

Q What improvements have been made to the Raisebore Division?

Rebuilds being completed on:

- 82R;
- Redbore 40-22;
- Redbore 30-79; and
- Redbore 30-44.

Q What do the next six months look for the Raisebore Division?

- Setting up our New South Wales Raisebore project, including mobilising the Redbore 90EX and 100;
- Completing our contract at Deflector; and
- Continuing Contract Support to Golden Grove, Gwalia and Fosterville.



▶ In Australia we are lucky enough to experience all weather types, including snow. Photo taken as we travel to a Raisebore project in NSW.



VENT SHAFT PROJECT DEMOBILISED

MARK DONGHI

GENERAL MANAGER - MECHANICAL EXCAVATION

Since the publication of the previous Redzone in December 2020, the Broadmeadow Ventilation Shaft Project has been successfully completed.

The activities conducted in this time frame to complete this project included:

- Drilling a pilot hole 120.4m utilising the Redbore 90, RVDS, surface to coal – excellent accuracy was achieved;
- Fitting a 4.1m reamer and reaming 120.4m;
- Removing cuttings from the bottom of the shaft utilising underground coal compliant loaders;
- Rigging down of Redbore 90 and the demobilisation of raisebore equipment and personnel;
- Assembling the Redpath designed and fabricated Jacking System – three leg configuration;
- Assembling 38 steel liners, 3.5m diameter;
- Installing steel liners into shaft, utilising the jacking system;
- Grouting the annulus of the shaft; and
- Demobilising all equipment, facilities and personnel.

As can be appreciated by the list of activities above, the past several months of the project were busy.

Demobilisation of the project was completed on 20 May 2021. 🚧

**“DRILLING A PILOT
HOLE 120.4M
UTILISING THE
REDBORE 90,
RVDS, SURFACE TO
COAL – EXCELLENT
ACCURACY WAS
ACHIEVED.”**

PEOPLE

NITA CARTHEW HR MANAGER

Our workforce has grown to 1,100+ with ongoing recruitment to ensure a constant flow of diverse talent into our projects.

The mobilisation of the Venetia Underground Project has been a major contributor to our growing headcount over the past six months with over 90 employees heading offshore to work in South Africa. With more project opportunities in the pipeline, we expect our numbers to keep growing during 2021.

Adapting to COVID-19

We are still experiencing ongoing challenges due to sporadic COVID-19 breakouts and a heartfelt thanks to all of our employees who continually demonstrate their resilience and commitment to their work during these difficult times.

Employee Development

We have continued to invest in developing our people through customised training, including our Leadership, Safety and LEAN programs. These training programs are equipping our people with new ideas and skills to improve productivity and efficiency in a safety-first work environment.

Our Graduate Program continues to be a success with a high proportion of our engineering, safety and human resources graduates being offered new permanent positions. We continue with a steady intake of new graduates and vacation students each year to ensure we maintain a pipeline of new talent in the business.

We had a total of 57 employee promotions over the past six months and a number of our long-term employees achieved 5 and 10 year milestones. It's great to see so many internal promotions as this is a strong indication of employees forging career paths in Redpath Australia.

Performance Reviews

The six monthly performance review process is underway and is a great opportunity for all employees to have an open and constructive conversation with your direct supervisor about work priorities, how you are performing, what support you may need, and a chance to discuss areas for development and improvement.

Employee Benefits

Redpath Australia has engaged with Reward Gateway who provide access to a range of benefits for our employees. More information will be shared in the near future about this exciting new program and will build on the existing benefits and offers Redpath Australia provides such as:

- Autopia – employees can purchase a vehicle through a novated leasing arrangement, potentially reducing your income tax when purchasing and operating a new or used vehicle;
- Online Airport Parking – up to 15% off normal parking rates at major airports across Australia;
- BUPA Health Insurance – 4% discount off health cover plus a number of other incentives;
- HSBC Banking – access to preferential rates, banking discounts, fee waivers and more; ▶



**“OUR WORKFORCE
HAS GROWN TO
1,100+ WITH ONGOING
RECRUITMENT TO
ENSURE A CONSTANT
FLOW OF DIVERSE
TALENT INTO OUR
PROJECTS.”**

- Flight Centre – exclusive leisure travel benefits; and
- Qantas Club – access discounted Qantas Club memberships and unlock a range of benefits.

Diversity and Inclusion

We continue to promote a workplace culture where people can enjoy coming to work in a safe and productive environment. Our diverse workforce consists of people from many different cultural and working backgrounds and we encourage new ideas. In support of diversity and inclusion, we have recently completed the roll out of Appropriate Workplace Behaviour (AWB) training for all employees (office and site based) and will continue to have refresher sessions over time to continue the conversation and focus on this important topic.

Reconciliation Action Plan (RAP)

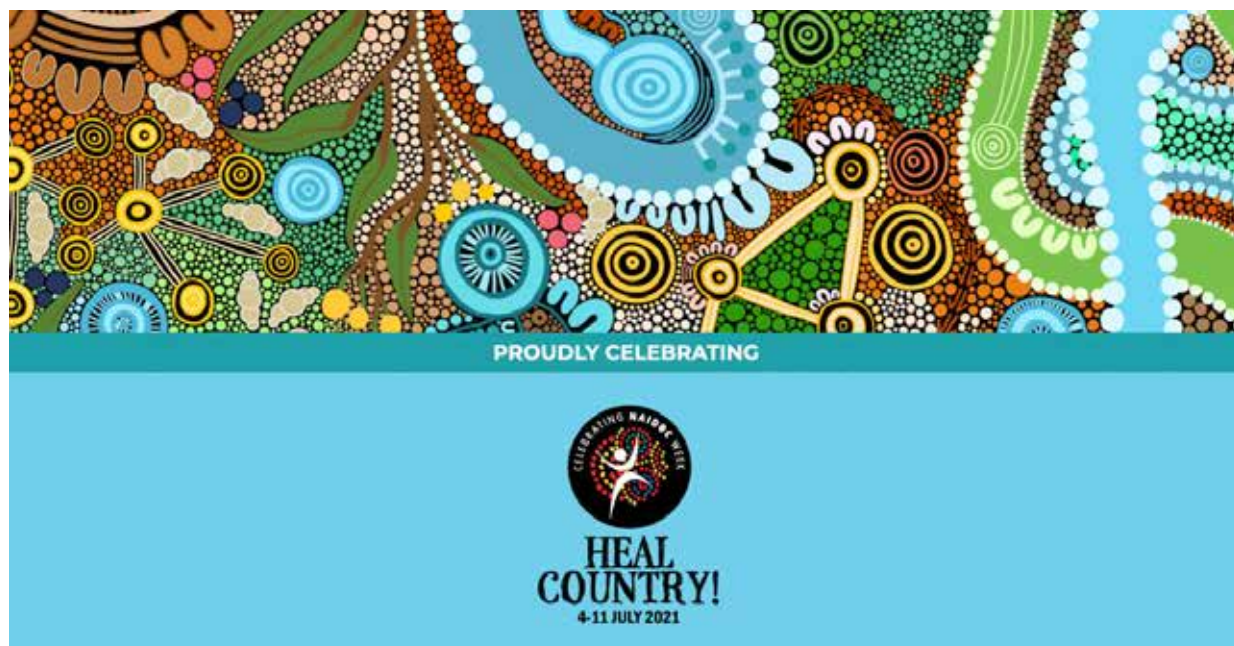
In the last issue of The Redzone we highlighted the development of Redpath Australia's inaugural Reconciliation Action Plan (RAP) using the framework developed by Reconciliation Australia. Our 'Reflect' RAP is the first stage in building a longer term plan for Redpath Australia to strengthen our relationship with Aboriginal and Torres Strait Islander peoples and taking meaningful action to support reconciliation.

Our RAP has been undergoing a rigorous review with Reconciliation Australia and it appears we are getting close to receiving their endorsement. We are also pleased to announce that Athol Nathan (Cannington) is joining our RAP Working Group to help guide our reconciliation strategy, actions and communications. We are also seeking another employee to join our Working Group so if you have a strong interest in promoting reconciliation you are encouraged to contact Michael Cooper, Senior HR Specialist.



Redpath Australia's 'Reflect' Reconciliation Action Plan (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 .

This year NAIDOC week was held 4 – 11 July 2021. The theme for 2021 – Heal Country! – calls for all of us to continue to seek greater protections for our lands, our waters, our sacred sites and our cultural heritage from exploitation, desecration, and destruction. NAIDOC 2021 invites the nation to embrace First Nations' cultural knowledge and understanding of Country as part of Australia's national heritage and equally respect the culture and values of Aboriginal peoples and Torres Strait Islanders as they do the cultures and values of all Australians. You can read more on NAIDOC week by visiting naidoc.org.au. 



COMPLIANCE


NITA CARTHEW
HR MANAGER & AUSTRALIA COMPLIANCE OFFICER

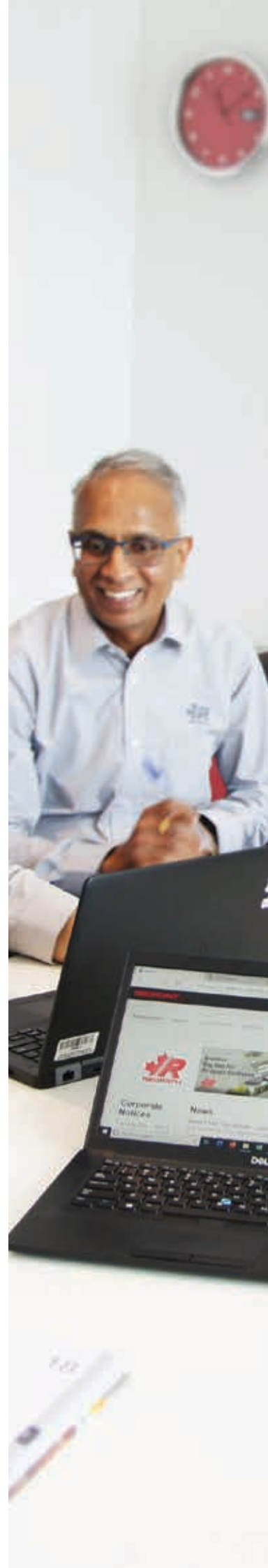
Good compliance is good business.

Compliance involves having processes in place that ensure employees align with 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 manage risk. 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 provides the framework and guidelines to promote good business practice and 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. 



Our People, Our Rewards



Stay tuned as we provide more updates in the coming weeks.

FACES OF REDPATH AUSTRALIA



ANDREW WYMER

Andrew is a Information Systems Support Officer and works in our Brisbane Office, QLD.

About Andrew...

Home-town: Now Macleay Island.

Length of Service: 1 Year Contract / 4 Months Full Time.

Skills needed to do my job: IT Problem Solving.

In my spare time I like to: Jetski on Morton Bay & North Stradbroke Island – Brewing Craft Beer.

Any special talents: Martial Arts.

Something that my colleagues wouldn't know about me: Represented Australia at the world Military skills in Hawaii).



JOSHUA STEPHENS

Joshua is a Estimator and works in our Brisbane Office, QLD.

About Joshua...

Nickname: Woodsy.

Home-town: Born in Toowoomba and lived on the Gold Coast most of my life.

Length of Service: 1 Year 8 Months.

Skills needed to do my job: Knowledge of different mining methods to be able to estimate all types of projects that we tender. A lot of time is also spent on the computer working in Excel and an estimating program Expert.

In my spare time I like to: Go camping and also get down to the beach for a swim or a surf.

Any special talents: Strong swimming skills.

Something that my colleagues wouldn't know about me: I competed in Surf Life Saving events and volunteered patrolling beaches.



OLIVER BROWN

Oliver is a Diesel Fitter and works at our Workshop in Brisbane, QLD.

About Oliver...

Nickname: Olly.

Home-town: Siddcup, UK.

Length of Service: 3 years.

Skills needed to do my job: Safe work, diagnostics, ingenuity, mechanical, computer.

In my spare time I like to: Build hotrods, spend time with my family.

Any special talents: Creativity.

Something that my colleagues wouldn't know: People used to say "Prunes" instead of "cheese" when having their pictures taken.



DAVID CARR

David is a Leading Hand and works at our Cannington ROM project, QLD.

About David...

Nickname: Carrey.

Home-town: Ingham, QLD.

Length of Service: 3 years.

Skills needed to do my job: Good communication & listening skills are essential.

In my spare time I like to: Spend time with family.

Any special talents: Loves Karaoke.

Something that my colleagues wouldn't know about me: Was a pretty good at water skiing.

FACES OF REDPATH



JOSH BOULDING

Josh is a Mine Technician and works at our George Fisher project, QLD.

About Josh...

Nickname: Jaush.

Home-town: Winnipeg, Canada.

Length of Service: 3 months.

Skills needed to do my job: Analytical thinking, positive communications and attention to detail.

In my spare time I like to: Scuba and Freedive, Mountain Bike, Paint.

Any special talents: I can "handsfree" equalize below 30m while freediving.

Something that my colleagues wouldn't know about me: I wrote and performed a parody rap about Manta Rays for my former work.



DEAN GARDINER

Dean is a Maintenance Supervisor and works at our MICO project, QLD.

About Dean...

Nickname: Deano.

Home-town: Mount Isa, QLD.

Length of Service: 3 years.

Skills needed to do my job: To be able to think on the spot.

In my spare time I like to: Spend time with my family, camping & fishing.

Any special talents: I can tie a knot in a snake lolly with my mouth without touching it.

Something that my colleagues wouldn't know about me: That I once caught a Mackie.



COLIN HOGAN

Colin is a Shift Supervisor and works at our Lady Loretta project, QLD.

About Colin...

Nickname: Sometimes 'Bomber' amongst my friends as in Colin 'Bomber' Harris from Monty Python days ...but lately 'The Colonel' (Sanders) or 'Hoge's'. Grey hair suits me they say!

Home-town: I am a 'Mallee boy' or 'Mexican' originally from Victoria and call Townsville home for now.

Length of Service: Over a year but have been a contractor on and off for more than 15 years at many of Redpath's sites.

Skills needed to do my job: I try to incorporate a little humour to make the shift as enjoyable as possible for everyone. The role requires truckloads of patience, buckets of sweat, the ability to communicate effectively and build rapport (without swearing) in a hot and often challenging environment.

In my spare time I like to: Motorbike trick riding (jokes)... just riding my tour and adventure bikes along places like the Great Ocean Road and Cape Tribulation. Worth every second!

Any special talents: Cooking! I love to rustle up a roast lamb and other treats. I do most of the cooking at home and believe it or not ...it's edible!

Something that my colleagues wouldn't know about me: Played many sports but liked AFL the best. So being a tall fulla obviously isn't a prerequisite.

I tackled the Tanami Desert Track by 4 wheel drive in two hour increments if you know what I mean...what can I say...it was a hard and thirsty work LOL.



DAVID JOHNSON

David is a Project Manager and works at our Mt Carlton project, QLD.

About David...

Nickname: Dave.

Home-town: Melbourne, VIC.

Length of Service: 3.5 years.

Skills needed to do my job: Communication skills are key, ensuring everyone understands what they are meant to be doing and why.

Practical and technical mining knowledge to make sure we are doing things in the best way possible and not putting people at risk; and

Patience, to deal with all of Rory's emails...

In my spare time I like to: I have been renovating the house and yard, I find it relaxing and rewarding (Minus anything involving painting).

Spend too much money at Bunnings.

Any special talents: I am a pretty handy cook.

Something that my colleagues wouldn't know about me: I plan on buying a place to renovate in Italy in the coming years to renovate so I can chase summer in my retirement.



SHANE SKELLY

Shane is a Safety & Training Coordinator and works at our Rothsay project, WA.

About Shane...

Nickname: Skelly.

Home-town: Perth, WA.

Length of Service: 1 Year.

Skills needed to do my job: General knowledge of equipment operations and training methods.

Idea of human system interface.

In my spare time I like to: Gardening, Cooking and Drinking Wine.

Any special talents: Drinking Wine, did I say that already.

Something that my colleagues wouldn't know about me: Lived in Pakistan for a few years a young boy.



DANIEL TREDENNICK

Daniel is a Leading Hand Fitter and works for our Raisebore Division.

About Daniel...

Nickname: The Bush Chook.

Home-town: Dongara, WA.

Length of Service: 4 years.

Skills needed to do my job: A lot of patience.

In my spare time I like to: Cull emu's.

Any special talents: Some would call me the songbird.

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



MAT BUTLER

Mat is a Mining Engineer and works at our Venetia project in South Africa.

About Mat...

Nickname: Butters.

Home-town: Sydney, NSW.

Length of Service: 4 years.

Skills needed to do my job: People skills, analytical skills, patience and a sense of humour.

In my spare time I like to: Pack the swag and head up the coast chasing big fish.

Any special talents: Bogging paste walls.

Something that my colleagues wouldn't know about me: The percentage of my time and salary that gets donated to the tackle shop.



KIERAN KNOX

Kieran is a Project Manager and works at our Olympic Dam project, SA.

About Kieran...

Nickname: Knoxy.

Home-town: Coolamon, NSW.

Length of Service: 6 Months.

Skills needed to do my job: Still trying to work that out as am always learning... but patience, flexibility, empathy and humility go a long way.

In my spare time I like to: Get back to the farm, get on my dirt bike or mtb, gym, run or get outside of some beers (not necessarily in that order).

Any special talents: Can eat 80 McNuggets in 1 sitting. Still pushing towards cracking the 100...

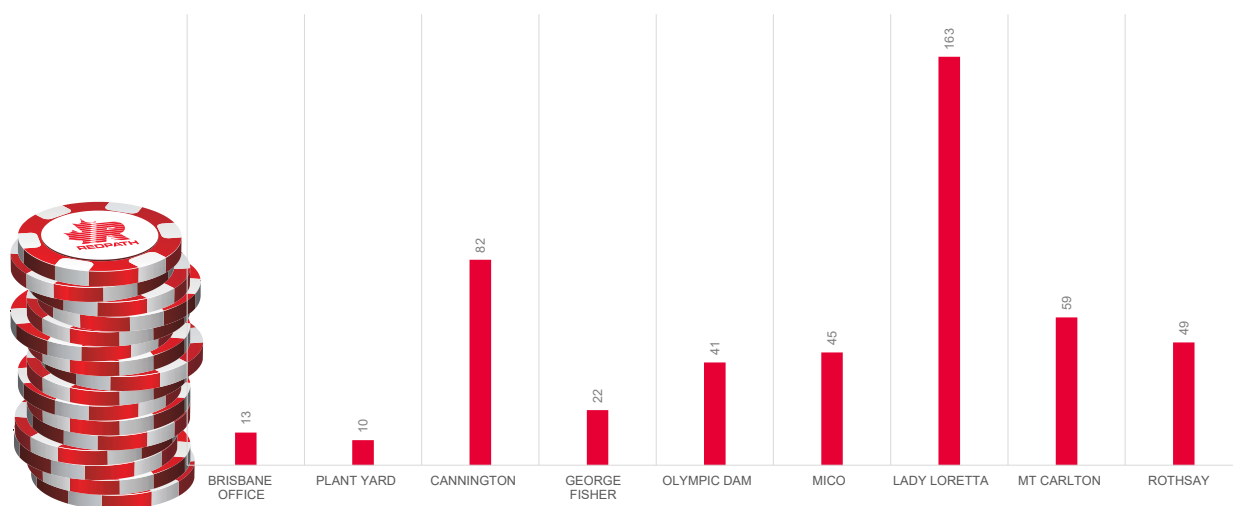
Something that my colleagues wouldn't know about me: I had a pet monkey when working in Tanzania...

ACHIEVEMENT & RECOGNITION

TOKEN PROGRAM

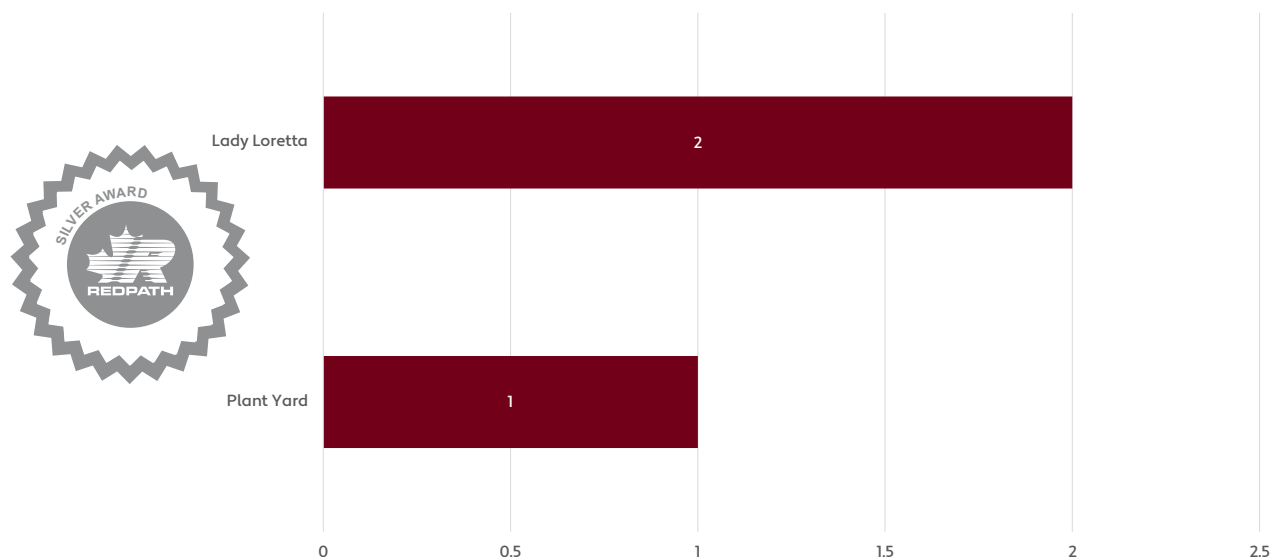
The Initiative is based on a token system whereby each member of the Redpath Australia Leadership Team (Supervisors, Superintendents, Managers, Engineers, Safety) will be allocated tokens each month. They will then be able to present these tokens during pre-start meetings to the individuals that have displayed safe, productive or acts of integrity that we at Redpath want to encourage and recognise.

From December 2020 to April 2021 we have handed out 484 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

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

Moller, Michael	Lady Loretta
Combs, Aragon	Plant Yard Workshop
Tuck, Gerard	Lady Loretta



TOKEN PROGRAM BONUS DRAW WINNER

Congratulations to Brendan St Jack from our Rothsay Project in WA, winner of the Redpath Token Program Bonus Draw.



✔ Matt O'Leary presenting Brendan with his gift card for winning the Token Program Bonus Draw.



CONTINUOUS SERVICE

Celebrating employees who have reached 5, 10, 15 and 20 years continuous service. Thank you for your hard work and dedication!

Hillman, Douglas	5 Year Service
Gatt, Marc	5 Year Service
McQilty, Allan	5 Year Service
Nemes, Kerrie	5 Year Service
Sturlese, Jessica	5 Year Service
Krueger, Benjamin	5 Year Service
Robjohns, Matthew	5 Year Service
Treloar, Jarrad	5 Year Service
Armstrong, Peter	5 Year Service
Shepherdson, Jamie	5 Year Service
Bevan, Jackson	10 Year Service
Muhovics, Zachariah	10 Year Service
Fisher, Craig	10 Year Service

Case, Phillip

15 Year Service

Hays, Colin

15 Year Service



✔ Colin Hay receiving his 15 year service award.



✔ Craig Fisher receiving his 10 year service award.



✔ Peter Armstrong receiving his 5 year service award.



✔ Mitch Gowland receiving his 5 year service award.



✔ Jessica Sturlese receiving her 5 year service award.

STRENGTH IN NUMBERS

GEOFF BROWN
OCCUPATIONAL HEALTH ADVISOR

Redpath Australia has continued to rollout Mental Health and Suicide prevention training to more than 140 staff during the first part of this year with our charity partners, MATES in Mining at Mt Carlton and Olympic Dam.


This training is an essential part of developing strong mental health support networks across each of our sites and forms the backbone of the “Strength in Numbers” Mental Health and Wellbeing program.

Complimenting this program is our “500 for Zero” safety initiative, where we have committed to donate \$500 for every week we record zero injuries across all our sites. In 2020 Redpath Australia decided that MATES in Mining would be our National Sponsor for this initiative.

Last year we were able to raise \$21,000 through 500 for Zero, which was a fantastic effort from all our sites. In May, at our Olympic Dam Project, we presented MATES in Mining with this cheque.

At the beginning of this year we announced that our 2021 National Sponsor is again MATES in Mining. Redpath Australia is excited to be able to assist MATES in Mining in providing critical suicide awareness training to our industry.

For 2021, our highest priority is **your safety**, this means ensuring we all go home safely each and everyday. The added bonus - in keeping ourselves safe, we are also raising much needed funds to support our MATES in Mining partners. The safety challenges we have experienced in the first half of this year have been a result of simple slips, trips, falls, manual handling, accessing or egressing from machinery.

Preventing injury and promoting safety is everyone’s responsibility. Please remember to practice your self-care for healthy living. 

WHAT DOES SAFETY, FIRST, LAST AND ALWAYS MEAN TO ME?


RORY BURKE
GENERAL MANAGER -
METALLIFEROUS

These three simple words represent the first three things we should always think about in carrying out not only work tasks, but every task in our lives. From walking up and down steps, to driving in our vehicles, to pouring hot water from a jug when making a coffee. Every action we take can result in an injury to ourselves or to others. The majority of tasks we undertake, we instinctively perform them safely through habit (e.g. we check the water temperature


before stepping into a bath or shower). So for me, embedding a true culture of “Safety - First, Last and Always” is having all our employees instinctively consider both the obvious risks and the hidden risks, and ensure that they take the necessary precautions or stop and seek assistance. And we also need to ensure we consider hidden risks such as mental health as this can have a significant effect on the decision making process.

To achieve this safe workplace, we all need to share our experiences and near misses so that the hidden risks start to become more obvious and understood. We need to create a workplace where every employee feels comfortable in asking others how to do a task without fear of being taunted. We need experienced people to actively ask their fellow

employees if they understand the risks in the tasks they are about to undertake and whether they know the safest way to perform the tasks.

A safe workplace is a productive workplace and a productive workplace is a profitable workplace for both Redpath and for our clients. 



 **Rory Burke - General Manager for Metalliferous.**

OUR GRADUATES

MITCH GOWLAND
OPERATIONS MANAGER - QUEENSLAND

An enthusiastic group of 14 multi-disciplined graduates from fields including Mining, Mechanical, and Civil Engineering, and well as Occupational Health and Safety, recently joined Redpath Australia management 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; Alex Wheeler – Snowy Hydro Project Manager, Rob Jankovic – Lady Loretta Project Engineer, Will Crosling – Snowy Hydro Project Engineer, and Harry Knox – Lady Loretta Project Engineer, 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.

An opportunity to network in a more relaxed environment was provided in the form of a dinner at the iconic Breakfast Creek Hotel. 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.


In what was a test of skill and competitiveness, current and former Graduates took part in an axe throwing contest with the aim of crowning the 2021 Graduate Challenge champion. The grand final was a 'battle of the two princes' with former Graduates Harry and Will fighting for bragging rights, with Harry narrowly taking out the honours. OH&S Graduate Liam Johns was the highest placed current Graduate finishing equal third with former HR Graduate Ben Phan.

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 14 Redpath Graduates covering a diverse range of skillsets including Safety; Lachlan O'Leary, Liam Johns, Mining Engineering; Riley McAneney, Damien Abrahams, John Athanassiou, James Curwood, Dominic Rosier, Cody Clementi, Patrick Macri, Jaswanth Thoklala and Civil Engineering; Callum Farr, Sean Fitzgerald, Chris Turner, Mechanical Engineering; Michael Monahan. ▶

**"THE REFRESHED
REDPATH
GRADUATE
DEVELOPMENT
PROGRAM IS
A THREE YEAR
PLATFORM
DESIGNED TO
COMPLEMENT
OUR YOUNG
PROFESSIONALS'
ACADEMIC
EDUCATION AND
EXISTING WORK
EXPERIENCE"**



The scale of this event demonstrates Redpath'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 Australia's future is in good hands. 



DOMINIC ROSIER

About Dominic...

Age: 27.

Lives: Perth, WA.

Degree: Bachelor of Engineering (Mining and Geotechnical) – University of Queensland.

Site: Rothsay Gold Mine.

Current Role: Shotfirer.

Best Graduate Experience:

Working at Rothsay from the start. This has given me the rare opportunity to not only experience the fundamentals of starting up a mine but also, due to small crews, accelerated exposure to a vast array of new skills.

Next Move: Gain drill experience on the single boom jumbo at Rothsay.

Interests Outside of Work: Travel, soccer and snowboarding.

What I'll be doing in five years:

Continue to learn and develop my skills and knowledge of the mining industry, to make the most of opportunities that arise and allow me to find and follow my interests.

Advice to new graduates:

Be driven to gain as much knowledge and skill as possible, ask lots of questions. Be willing to give things a go and take pride in your work, achieve quality over quantity. People quickly forget duration, but you can end up with your name on the outcome.



► The Redpath Australia Graduate team.



► L&R: Some critical thinking as the graduates are challenged in a team environment.



► Graduate Axe Throwing Champion – OH&S Graduate Liam Johns.



► Overall Axe Throwing Champions – Former Graduates Will Crostling and Harry Knox.

REDPATH AUSTRALIA ARE PROUD TO SPONSOR

LEGENDS OF LEAGUE

Redpath Australia were proud to again be a silver sponsor of the International Legends of League, returning to Mount Isa on Saturday 29 May, for one of the biggest sporting events this calendar year.

It was an action-packed weekend, where Rugby League greats such as Ben Hannant, Cliff Lyons, Nathan Blacklock, Kevin Campion, and Darren Smith (just to name a few) battled it out on the field with the Mount Isa Greats, in support of anti-bullying and mental health causes.

In addition to our silver sponsorship, we also donated 100 Redpath Rugby League balls. Which found their way into the hands of some lucky rugby league juniors who took part in the coaching clinic and attended the Legends game on the Saturday.

It was a fantastic event for the local Mount Isa community and one that we were proud to support.



Redpath were proud to again be silver sponsors of the International Legends of League in Mount Isa.

MATES IN MINING

Since the beginning of 2020 and the inception of Redpath Australia's "Strength in Numbers" Mental Health and Wellbeing program, we have collaborated with MATES in Mining to incorporate crucial training in suicide prevention across our sites in Australia.

Accompanying this program we introduced our "500 for Zero" safety initiative and thanks to our excellent safety record over the course of 2020, we were able to raise \$21,000 to go towards further supporting MATES.

Redpath Australia's Operations Manager - Mitch, Project Manager - Kieran & Occupational Health Advisor - Geoff, presented our donation to Vince Borg from Mates in Mining and Marilyn Sheffield from MATES in Construction just prior to the delivery of their General Awareness Training to the third crew for the week at our Olympic Dam project in South Australia.



Redpath Australia's Operations Manager - Mitch, Project Manager - Kieran & Occupational Health Advisor - Geoff, presented our donation to Vince Borg from Mates in Mining and Marilyn Sheffield from MATES in Construction.

AUSIMM SYDNEY & SOUTHERN QLD STUDENT CHAPTERS

We are proud to continue to support both the Sydney and Southern QLD Student Chapters of the AusIMM in 2021.

Our commitment to ensuring support for the next generation of mining leaders extends past our own graduate program, to our attendance at a number of university events each year.

Patrick, one of our Graduate Mining Engineers, was happy to share his many positive experiences so far from his short career in the Australian mining industry at a recent Student Meets Industry night at the University of Queensland.



Patrick, Graduate Mining Engineer, shares his positive experiences in the Australian Mining Industry at the Student Meets Industry Night at UQ.

RING THE BELL FOR MERINDA SS

Located approximately 70km north-east of Mt Carlton, Merinda State School has a 120 year history of providing learning opportunities to the children of Queensland's Whitsunday Region. With enrolments increasing, the school has outgrown its iconic hand held school bell. When we learned of the need for the bell and public address system upgrade right on the doorstep of Mt Carlton, we couldn't help but get involved. ▶

Merinda State School Principal, Ryan Gilmour said; “The new bell system courtesy of Redpath Australia will allow for improved consistency in daily routine, for the first time in 123 years Merinda State School has a bell that rings on time every time.

Our school staff, students and their families are extremely excited each time the bell rings and we’ve had nothing but positive feedback. We can’t thank Redpath Australia enough for their gratitude towards our small school.”


We are confident the strong relationship with the Burdekin and Whitsunday communities will continue long into the future. Enjoy your new bell Merinda SS!



➤ Mitch - Operations Manager & Dave - Mt Carlton Project Manager with Merinda SS representatives.

AUSIMM UNDERGROUND OPERATORS CONFERENCE

This year the AusIMM Underground Operators Conference was held in Perth, WA. We were proud to be the Lunch Sponsorship for the conference.

A number of our team were able to attend the conference, waving the banner for Redpath, including Allan Brady (General Manager - Raiseboring), Justin Todd (Operations Manager - WA), Gavin Ramage (Managing Director), Rory Burke (General Manager - Metalliferous) and Clayton Donnelly (Commercial & Tendering Manager). 



➤ L-R: Allan Brady, Justin Todd, Gavin Ramage, Rory Burke & Clayton Donnelly at the AusIMM Underground Operators Conference.

500 FOR ZERO

Our safety initiative, which we combined with our Redpath Australia National Sponsorship.

Our Commitment

Donate \$500 to our yearly nominated (charity or non-profit organisation) every week we record zero injuries across our sites.

ZERO INJURIES
RECORDED ON
ALL REDPATH
AUSTRALIA
PROJECTS

= \$500

TO OUR
NOMINATED
CHARITY OR
NON-PROFIT
ORGANISATION

Our 2021 National Sponsorship



Our current donation tally
(as of Q1 2021):

\$4,500

By sponsoring Mates in Mining, we assist them in providing vital suicide awareness training. Mining industry workers trained by Mates:

14621

PEOPLE GENERAL
AWARENESS TRAINED
(GAT)

1255

PEOPLE CONNECTOR
TRAINED

153

PEOPLE ASIST
TRAINED

177

CASES
MANAGED

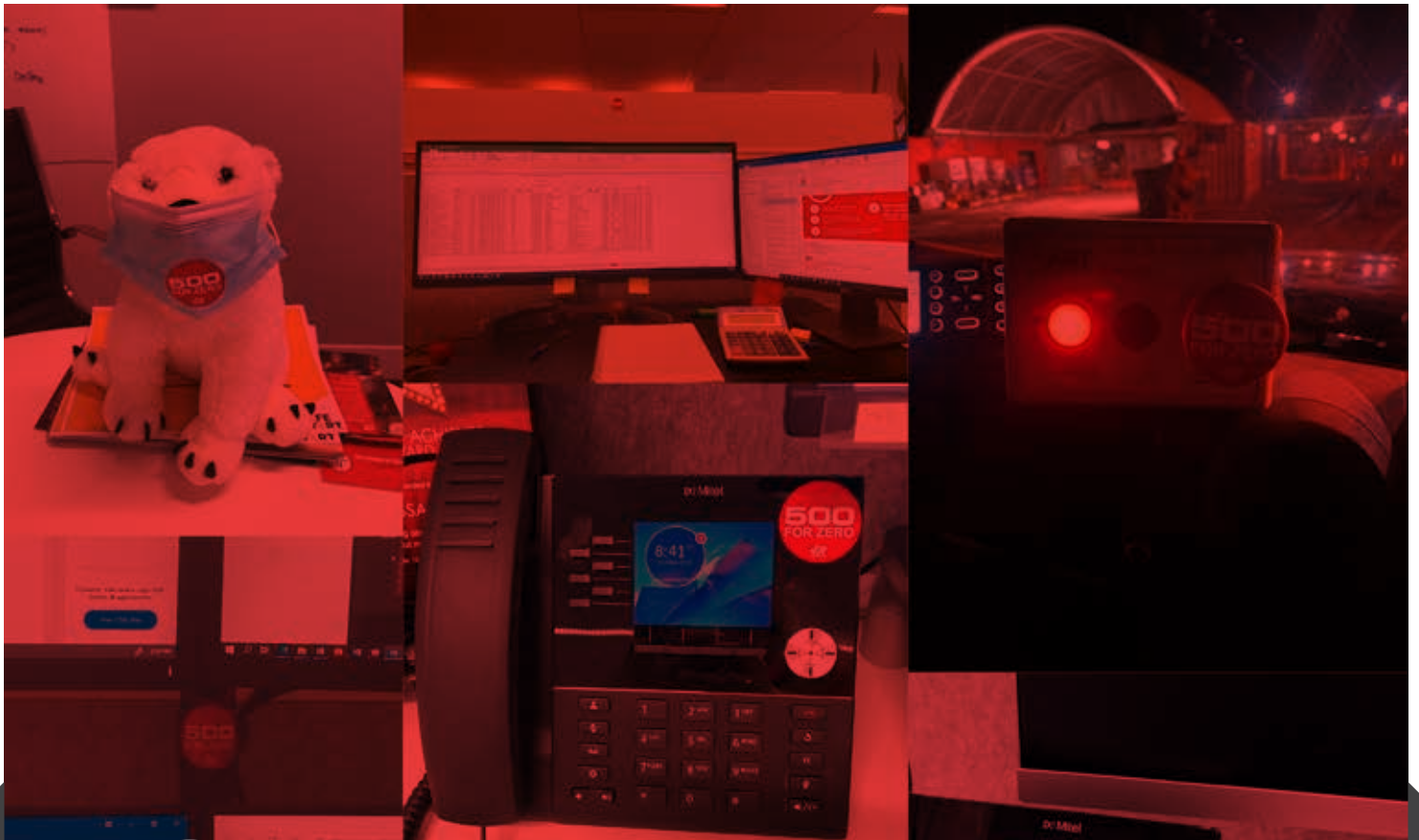
If you need support, it is important to reach out, please phone:

1300 642 111

MATES

1300 687 327

EMPLOYEE ASSISTANCE PROGRAM (EAP)



500 FOR ZERO PHOTO COMPETITION

Thank you to everyone who has submitted photos.

Continue to send these through to redzone@redpathmining.com.

Best photos will receive a prize. Winners will be announced December 2021.



THE RED CORNER



✓ Geoff Bailey receives a farewell from Lady Loretta as he moves to the Venetia Project.



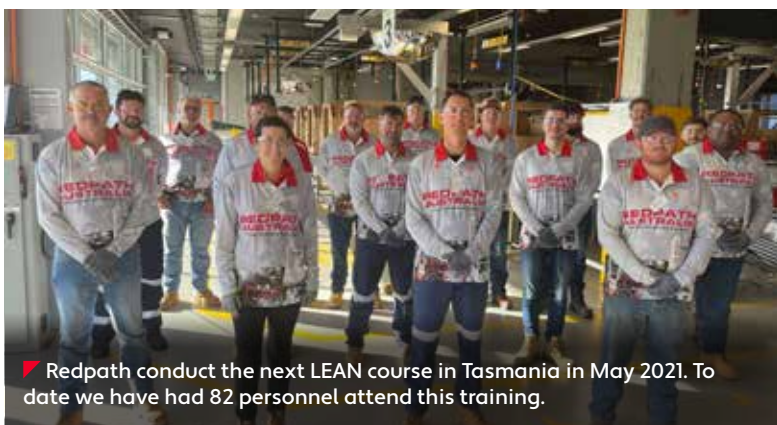
✓ Kym Bailey & Nathan Hancock were recognised for their efforts around site and received the Value Role award from South32.



✓ Redpath suppliers Milwaukee and Blackwood's host a Mini Trade Show to showcase their products at our Lady Loretta project.



✓ Rory Burke representing Redpath in our custom fishing shirt at the AusIMM UG Ops Conference in Perth.



✓ Redpath conduct the next LEAN course in Tasmania in May 2021. To date we have had 82 personnel attend this training.



✓ Redpath Australia proudly sponsored the WIMARQ NWQ International Women's Day event in Mount Isa.



✓ The Plant Yard workshop crew attended a tour of Qantas' hangar 3 Maintenance Facility.



✓ The Venetia Integrated Owners Team Operators (IOT) after the first blasts were completed successfully.



✓ Mt Carlton Project celebrate International Women's Day onsite.



✓ Peter Cavanough, Senior Safety and Training Advisor, being presented with the 2021 Outstanding Site Trainer and Assessor award from the Resources Training Council. Congratulations Peter!



@RedpathMiningContractorsandEngineers



@TheRedpathGroup



linkedin.com/company/redpath-mining



youtube.com/user/TheRedpathGroup

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