

BisConnect

Transforming our business

Welcome to the first issue of BisConnect for the new year.

Bis has been moving full steam ahead since the end of 2018 and the launch of Rexx, our innovative haulage solution and the acquisition of leading underground coal mining services company, UGM.

Our homegrown hero Rexx has been busy completing the first leg of mine trials at Glencore's Murrin Murrin mine in the North Eastern Goldfields in Western Australia. I am pleased to report that in these trials Rexx has ticked all the boxes. When compared to conventional dump trucks, Rexx has proven it can travel more than four times the range and delivers up to a 30 per cent reduction in operating costs.

Continuing on from the success of the trials, we won the 2019 Future of Mining Award for Innovation for Rexx. The awards were recently held in Sydney and needless to say we are extremely proud to have received this wonderful accolade. Originating from a bluesky idea to where we are today, Rexx is testament to our Company's commitment to finding safer, efficient and flexible solutions for our customers.

The end of 2018 also saw our acquisition of UGM into our leading Underground Services business. I am pleased to say that the UGM team have come in with great energy and are an invaluable addition to our company. You can read more about their integration on page 2.

We are always searching for ways to deliver better value for our customers. With this in mind we have restructured and simplified our service offerings in order to offer a more complete range of services irrespective of what region our customers are in. With the exception of our Underground Coal Services business, we have divided our portfolio into four regional portfolios. To support this new model, we have introduced a new General Manager to our business. I am pleased to announce the appointment of Ivan McLeod to the

newly created role of General Manager – Mining Services, North West. Ivan joined Bis nine months ago in the role of General Manager - Customer and Markets and has a strong operational background and customer focus. Ivan is well positioned to lead this portfolio.

In this issue of BisConnect you will find highlights from the past quarter including a profile on one of our longstanding Bis employees – Financial Controller for our Australian operations, Ben Dangerfield, details on the Rexx innovation award win, the UGM integration and our work with The Big Issue Women's Enterprise Subscription. We are pleased to feature Kristina Chapman for our alumni profile this issue. Kristina is a former Senior HR Business Partner who supported our west coast and then east coast operations and now is Head of People at Virgin Australia. Awesome achievement Kristina!

I hope you enjoy this issue of BisConnect and I look forward to keeping you updated on all things Bis.

Bis are always searching for ways to deliver better value for our customers.



Brad Rogers
CEO

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CEO goes selling for The Big Issue's International Vendor Week

Bis is a proud partner of the Women Subscription Enterprise (WSE) which is an initiative run by The Big Issue magazine, a fortnightly, independent publication that is sold on the streets by homeless, marginalised and disadvantaged people

The WSE provides safe employment opportunities for disadvantaged women across Australia through the sale of The Big Issue magazine subscriptions.

Bis CEO Brad Rogers and Director People, Culture and Markets



Karen Bradshaw partnered up with The Big Issue as part of celebrating International Vendor Week.

CEO Selling Week was held across Australia during February and shines a light on homeless and disadvantaged Big Issue vendors who are working hard to change their lives. The event is used to mark International Vendor Week – an annual celebration of 9,000 street paper vendors in 35 countries around the world.

Brad Rogers and Karen Bradshaw were stationed on St Georges Terrace in Perth, Western Australia and teamed up with vendor Ron, who generously showed them the ropes for selling The Big Issue magazine.

Speaking on his experience, Mr Rogers said, “Bis is proud supporter of The Big Issue and the Women’s Subscription Enterprise throughout the year, and so we were grateful to be given the opportunity to further celebrate and support vendors during Vendor Week. A big thanks to Ron for his support and selling tips. Karen and I were in awe of your passion and enthusiasm.”

Across Australia, The Big Issue is sold by vendors who are experiencing homelessness, marginalisation and disadvantage. Selling the magazine fortnightly, they purchase copies for \$4.5 and sell them at \$9 earning a meaningful income.

UGM integration strongly delivering

It’s been six months since Bis acquired leading mining services company UGM, and we are pleased to report that the integration is going from strength to strength. UGM has proven to be an exciting and valuable addition to the business, furthering our customer offering and broadening our underground capability.

UGM offers a wide range of mining services to the industry, including labour for underground operations, equipment overhauls, servicing and maintenance, and workshop and field service repairs. The UGM acquisition has further cemented Bis as Australia’s largest provider of underground hire equipment.

The mining services team within UGM specialise in providing an experienced speciality workforce to Australia’s coal mining industry. It’s this addition of labour hire capability in particular that makes Bis a complete solution for companies needing to undertake critical operations such as longwall relocations.

UGM have financially outperformed their targets in the past six months, and the team continues to grow considerably. Since joining the Bis family last October, the UGM mining services team has expanded from around 120 employees to 240 plus, with growth expected to reach 300 employees in the next six months.

The acquisition has proved to be a natural fit, with Bis and UGM successfully working together to provide diversified support to the Australian coal sector.

[Learn more about UGM](#)



Innovation win for Rexx



Last month we were thrilled to win a major award for Rexx, our revolutionary new mining haul truck.

The Future of Mining 2019 Innovation Award recognises collaborative innovation involving a mine owner, project developer or contractors and suppliers that directly results in an outstanding commercial outcome.

The award win is great recognition for Bis and our commitment to being an industry leader in mining technology and innovation.

Commenting on the win, CEO Brad Rogers said, “at Bis we are constantly searching for better ways to deliver safe, efficient and flexible solutions for our customers, all while being at the forefront of innovation. It was this mindset that led to Rexx.”

The idea for Rexx came about when Bis leaders recognised a problem in double handling product when it was being moved from pit to processing. The solution was a 20-wheeled, long range, out-of-pit hauler that would combine the distance capacity of a traditional off road haulage solution with the ability to go out of pit.

Mr Rogers praised Bis’ in-house engineering team who designed and constructed Rexx in Perth, Western Australia. “What our engineering team have delivered in Rexx is exceptional. They can be proud to say they have been instrumental in creating a real game changer for mine haulage.”

Rexx recently delivered impressive results in trials carried out at a working mine in the North Eastern Goldfields, showing it has the capacity to deliver up to a 30 percent reduction in operating costs compared with conventional dump trucks.

It’s no wonder Rexx is in the spotlight!

[Learn more about Rexx](#)



Bis culture and experience led to a perfect fit

Kristina Chapman is passionate about people. In particular, she is passionate about the people she supports in a business of 8,000 amazing employees at Virgin Australia. Prior to her joining one of the world's most innovative brands, Kristina was a Senior HR Business Partner at Bis and a key member of a small but mighty team who supported employees across our Western Australian operations.

"Bis was my first foray into the world of mining. Initially I was based in the Osborne Park office and I regularly travelled to sites like Granny Smith, Murrin Murrin and Whyalla. Being a contractor for an array of mine sites I enjoyed spending time in our 'employee's office'. It gave me a great perspective that helped me do my job better."

"I have learned throughout my career that if I don't know what the people on the ground are doing every day, I will never be able to help them from a HR standpoint."

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It was this time spent travelling that gave Kristina some of her best memories of Bis.

"I had the privilege of being part of a small team that travelled to all of our sites over an 8-week period, to better understand our safety culture, seek input on how we could improve and then provide a recommendation to the leadership team. It was tough but it was the best thing I ever did!"

After a move to Brisbane to support the East Coast operations and then a redundancy off the back of a mining downturn, a door opened for Kristina at Virgin Australia. Initially starting out as a contractor, Kristina now leads a team of seven who are spread across Sydney, Melbourne, Brisbane and Perth. It's a role that she doesn't believe would have been the right fit without her Bis experience.

"When I was at Bis, the company was growing quickly and I

had a boss with a personality of 'let's just do it and change the world every day'. That particular environment and constantly being challenged to think differently on how we can help people set me up for the Virgin role. I honestly think that if I didn't have that learning from Bis, and experience the Bis culture, that I wouldn't have been a great fit for Virgin."

"Virgin is a fast, innovative company with a challenge-the-status-quo, you-can't-break-anything culture. That's how I manage my team now. We have what we need to do and achieve but what are we passionate about? I make sure that we have passion projects that inspire us to do something different. When you have an inspiring business you need to have that same mindset from a HR perspective in order to keep up."

At home in her role at Virgin Australia, Kristina is able to look back on her time at Bis as a great journey with happy memories and still keeps up with how the business is tracking.

"Being a part of the Osborne Park team, there was a great culture and comradery. I have made some really great connections and friends at Bis. The people are very genuine and so willing to share their insights and knowledge with you no matter if they have been at Bis for five or 35 years."

"I still keep in touch with alumni from Bis and it's great to see how well the company is doing. I left during the downturn so I am proud to see Bis evolve and expand its offerings into a powerhouse company. Especially with the recent launch of Rexx - a true game changer!"

"When you have an inspiring business you need to have that same mindset from a HR perspective in order to keep up."

Fast Facts

Rexx



13.6m

REXX HAS A TURNING CIRCLE OF JUST 13.6M.

35km

REXX CAN TRAVEL FOUR TIMES FURTHER THAN CONVENTIONAL DUMP TRUCKS.



20

REXX HAS 20-TYRE DESIGN THAT DELIVERS INCREASED SURFACE AREA AND REDUCED GROUND PRESSURE, ENABLING REXX TO BE EFFICIENT ON ALL TERRAINS.

160t

REXX CAN TRANSPORT A 160 TONNE PAYLOAD AT A NORMAL OPERATING SPEED OF 60KM/H.

My Bis - Meet Ben

Hi, my name is Ben Dangerfield and I am the Financial Controller for Bis' Australian operations. My journey at Bis began 12 years ago when I moved from Melbourne to Brisbane to see what the sunshine was like and it was one of the best decisions I have ever made!

I started out in the Brisbane office as the Finance Manager. In those days Bis' structure had three different regions and Brisbane was the head office for the eastern operations in Queensland, New South Wales and Tasmania. After some organisational restructuring, I moved to our operations in Newcastle for two years. Having the opportunity to work closely with the Underground team and see first-hand how their operations function was a great experience. When the decision was made to consolidate the Company and become one national business, I had the opportunity to move back to Brisbane and undertake the national role I am in today.

As Financial Controller I have a team of six spread across the Osborne Park, Brisbane and Tomago offices. Together we help our operational General Managers with regular financial reporting, weekly forecasts, month-end processes, budgeting, financial analytics, operational performance and improvements, acquisitions, and new contracts to name a few. Putting it simply, we gather information on what's happening out on the field operationally and accurately represent that in our reporting.

12 years may seem like a long time to spend in one place but at Bis you are never in one place for long. I have been exposed to organisational changes, worked on a diverse range of activities and travelled all over Australia and to our Indonesian operations. I think that's why I have been at Bis for so long. It's the nature of the business that no two days are the same and there are always new opportunities for growth. We are always moving forward and it keeps things interesting.

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There have been a few highlights over my years but two stand out. The first is being part of the management team that restructured the business to bring it under one Australian banner. The second would have to be working through the mining downturn to ensure that Bis came out in a strong position so that when the market picked up we were in a good space to grow again - which we achieved - and doing that with effectively the same Australian operations management team. We stuck together, worked through some tough times and now we are prospering.

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When I am not at Bis, you can find me spending quality time with my family, taking the boat out along the Brisbane River or Gold Coast to do some fishing or supporting my first love - the Mighty (Carlton) Blues. You can take the boy out of Melbourne but you can't take Melbourne out of the boy.

Join the Bis Alumni

✉ BISCONNECT@BISINDUSTRIES.COM



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