

# BisConnect

## Reflections on FY2019

### Welcome to the latest issue of BisConnect and the first issue for this new financial year.

There is no time like the present to reflect on the last 12 months. Bis had a solid FY2019 where we expanded our Underground business through two major acquisitions: UGM and Jaxam Industries. We reshaped our organisational portfolio to better service our customers and deliver the full suite of Bis services across all geographies. We have had a record number of key contract renewals, which sets us up nicely for the year ahead. Our Indonesian business continues to perform very strongly at GBU. Also - and this was one of the biggest events of our FY2019 - we successfully launched and trialled our innovative haulage truck Rexx. For Rexx, we won the 2019 Future of Mining Innovation Award earlier this year and ranked #4 in the 2019 AFR's Most Innovative Companies list, in the Agriculture, Mining and Utilities category.

It's safe to say that things aren't slowing down here at Bis. Throughout all of these achievements we have remained focused on Zero Harm and ensuring our people get home to their families safely. Disappointingly, after achieving an all-time Lost Time Injury (LTI) free period, we weren't able to reach 24 months without an LTI and we had a slight increase in our Total Recordable Injury Frequency Rate (TRIFR) towards the end of the year. Despite this outcome we remain committed to our goal and will continue to be a leader in safety.

A high point for FY2019 was our unwavering commitment to customer relationships, which resulted in a watershed year for contract renewals and increases to volume and scope across several operations across Australia and Indonesia. It was this commitment that enabled us to renew contracts for GFG Alliance at Whyalla, Minara at Murrin Murrin, Glencore at Newlands, Western Areas at Forrestania and Anglo American at Moranbah North, amongst others.

Last year we welcomed new additions to our Bis Board of

Directors: Graeme Hunt our new Chairman and Emma Stein. More recently we welcomed David Gray to further strengthen our board. David has over 25 years' experience across investment banking, independent advisory and financial markets making him a valuable addition to our board.

In this issue you will read highlights from our latest Girls Rocking Resources event, celebrate outstanding achievements from our team at Murrin Murrin and learn about our recent initiative in Whyalla to deliver a training program for Indigenous Australians. Our Bis feature is someone who has worked at Bis on three separate occasions spanning 25 years. Rebecca Warren first joined our business as a trainee in Newcastle and has recently re-joined Bis in our People and Culture team as the Capability and Engagement Manager. It's great to have Rebecca back at Bis and I look forward to seeing what skills and experience she will bring with her. This issue's alumni feature is Anthony Clarkson. Anthony was the General Manager for our Northern Territory operations before moving to WA as Operations Manager in the Midwest. Now, Anthony is the Operations Manager Aggregates & Technical at Hanson.

I hope you enjoy this issue and stay BisConnected.

**“We have had a record number of key contract renewals”**



Brad Rogers  
CEO

### Inside this issue:

**Girls Rocking Resources**

PAGE 2

**Indigenous partnership in Whyalla**

PAGE 2

**Bis adventure holds fond memories**

PAGE 3

**My Bis - Meet Rebecca Warren**

PAGE 4

## Bis Girls Rocking Resources Initiative Goes to Gunnedah

**In early May we proudly partnered with our customer Whitehaven Coal for a Girls Rocking Resources event in Gunnedah NSW, where we provide haulage, underground services and site services.**

Girls Rocking Resources is a Bis initiative aimed at showcasing the broad range of career opportunities available to women in the resources sector and to inspire the next generation of women entering the workforce.



20 young women from the local Gunnedah High School and Girls Academy (who Bis proudly support through a national partnership) got involved in the day which included site tours of the Bis depot and Whitehaven's Tarrawonga mine, hands-on STEM activities, panel discussions with employees from both companies, and inspiring talks from young females working in the resources sector.

Many of the girls in attendance were from the Gunnedah Girl's Academy, a leading provider of school based programs for Aboriginal and Torres Strait Islander girls in Australia. Bis have been partnering with the Girls Academy since early 2018, supporting girls around the country through education, mentoring and empowerment programs. Whitehaven is also a sponsor of the Girls Academy.

Together Bis and Whitehaven delivered an enjoyable day for the young women, successfully fostering relationships with the next generation of women entering the workforce and inspiring their future career paths.

## Bis Whyalla team up to deliver Indigenous Training Program

**At Bis, we are constantly striving to create a diverse and inclusive culture where everyone is able to contribute their best regardless of their race, gender, age, religion or sexual orientation.**

As part of this commitment, we recently partnered with Zancott Recruitment, a 100% Indigenous owned and operated recruitment company in Whyalla, to deliver an Indigenous Civil Construction pre-employment training program.

Five women and five men participated in the program, which was driven by the South Australian Government to encourage more Indigenous workers to participate in Civil Construction and Heavy Engineering sectors.

The course involved an eleven-week intensive training and work program and upon completion, all ten participants received a Certificate II in Civil Construction. We are also pleased to announce that all ten participants were also offered employment with Bis, which will commence later this year.

Commenting on the initiative, Bis General Manager Hadyn Shepherd said "at Bis we believe a diverse workforce is a strong workforce, and we foster an inclusive culture which embraces difference. We are proud to be involved in this important pre-employment program and look forward to welcoming the ten new employees to our team here in Whyalla to help deliver strong outcomes for our customer."

It's an exciting year for our Whyalla team who are celebrating 60 years of providing haulage, crushing and screening, product management and train loading to the Whyalla steelworks. We look forward to bringing you more on this milestone in the next issue of BisConnect.

## A fantastic year for the Bis Murrin Murrin team



**Relationships is one of our core values at Bis and we are extremely proud of the strong relationships we have built over the years with our customers. One of our longest-standing customers is Minara Resources, who recently signed a multi-year extension for Bis services at their Murrin Murrin mine in Western Australia's North-Eastern Goldfields.**

Bis has been providing a range of services at the site including haulage and haul and road maintenance services, calcrete services, and bulk logistics services since 1998.

Commenting on the extension, Bis General Manager Giles Everest said "We are very pleased to be continuing our positive and long-term partnership with Minara at the Murrin Murrin site. We look forward to continuing to deliver bespoke solutions for our customer to meet their production and expansion needs."

The contract extension comes at an exciting time for the Murrin Murrin team. Earlier this year, Minara and the Murrin Murrin site hosted our innovative haul truck Rexx as part of its trials in working mines across Western Australia. More recently, they celebrated seven years without a Lost Time Injury (LTI). A big congratulations to the team for their outstanding efforts.



ALUMNI PROFILE



# Anthony Clarkson

## Bis adventure holds fond memories

**Anthony Clarkson is a seasoned Operations Manager with over 20 year's experience across the construction, logistics, mining and industrial services industries including a two-and-a-half-year stint leading Bis' Northern Territory and Mid-Western Australian operations.**

"I made the move to Bis after 14 years at Hanson, working across New South Wales and Queensland. I initially joined Bis as General Manager for the Northern Territory, but this role evolved into a Regional Manager position. Later I was asked to relocate to Perth and took on the role of Regional Manager Midwest WA."

It was Anthony's time in Darwin that gave him some of his most memorable Bis moments. Despite the challenging work conditions, Anthony says he has fond memories of his Northern Territory adventure.

"I have fond memories of my time in Darwin. We treated it as an adventure and it certainly lived up to that expectation! The work was challenging as we were dealing with the newly acquired Gulf Transport business, which had assets that were less than perfect. I also worked on improving safety culture, dealing with difficult contracts and demanding customers, all while commodity prices started to decline in my first year. Despite all of this I felt supported and enjoyed the challenge."

**"I have fond memories of my time in Darwin. We treated it as an adventure and it certainly lived up to that expectation!"**

It wasn't just the challenging work that Anthony enjoyed about Bis.

"What I most liked about my time at Bis was the people. Bis had, and I'm sure still does have, fantastic people. Bis was always exciting, fast-paced and there was never a dull moment."

Bis' focused and supportive culture also left an impression on Anthony.

"From my point of view, I found Bis' culture as being focused on safety and contract compliance, financially disciplined with a strong focus on delivering for the customer through innovation and investing in people. I also found Bis people to have a well-defined sense of urgency and support functions are willing to drop everything to assist when required."

After Bis, Anthony worked in similar industries before returning to Hanson in his current role of Operations Manager Aggregates & Technical where he is responsible for hard rock and sand quarry operations within greater Perth.

"I lead the WA technical team, which supports the business concerning product performance and innovation, quality control, sales support, specification compliance and operating concrete and aggregate testing laboratories."

When reflecting on how Bis aided his career development, Anthony says the experience he gained in contract management was invaluable.

"Before joining Bis I had mainly worked in the construction materials industry, which does share a similar focus to Bis in terms of moving materials safely and as efficiently as possible. However, one big difference is Bis generates revenue through winning and executing contracts whereas Hanson produces and sells products. The management of contracts is the largest area I grew from a career development perspective while working at Bis. This experience was invaluable."

Anthony still likes to keep up to date with Bis.

"I mainly keep up to date with news on Bis through LinkedIn and it's great to see the company progress and recover from the downturn. It has been pleasing to see that innovation is alive and well at Bis."

**"It has been pleasing to see that innovation is alive and well at Bis."**

# Fast Facts

## Capability and Engagement



18% OF BIS APPRENTICES ARE FEMALE. WE CURRENTLY HAVE 27 APPRENTICES ACROSS THE COMPANY.

# 163

SINCE 2017 WE HAVE PUT 163 EMPLOYEES THROUGH THE BIS EMERGING LEADERS PROGRAM.



# 40

40 CAUSES AND INITIATIVES SUPPORTED ACROSS AUSTRALIA AND INDONESIA IN FY2019.



# 20%

OF THE BIS SENIOR LEADERSHIP TEAM ARE WOMEN.

## My Bis – Meet Rebecca

**Hi, my name is Rebecca Warren and I am the Capability and Engagement Manager at Bis. My career journey with Bis has been somewhat unconventional. I initially started working with Bis in 1993, then again in 2008 and rejoined again recently. Third time's a charm right!**

I started with Bis (then called Brambles Industrial Services) in Newcastle when I was 19. I had completed a year of university and wondered how I would get a job competing with every other graduate in Newcastle and Sydney when I saw an advertisement in the paper that sparked my interest. The ad was for a Management Traineeship and was aimed at students doing a business degree who were interested in learning how to operate a range of mobile equipment before moving into a management role. I spent my first three years on the job getting my HR license, HC license, forklift and crane tickets – you name it! I operated all that equipment at the Newcastle Steelworks while going to Uni during the evenings.

I resigned in 2003 after my husband received a job opportunity in Hong Kong, so we packed up and moved there for 18 months. When we came back to Australia, we started our family and in mid-2008 I rejoined Bis at the North Sydney Office. At that time, Bis was becoming an RTO and I was given the opportunity to facilitate that as the National RTO Manager.

After a few years in Sydney, I received a promotion which meant a move to Perth in late 2011. It was during my time in Sydney and later in Perth that I was able to be involved in, what is to date, one of the best experiences of my professional life – the Fairbridge Bindjareb Project. This program provided Aboriginal and Torres Strait Islander people, detained through the criminal justice system, with industry training leading to jobs and an opportunity for long term careers in the resources sector. For me, the project embodied what Bis and the Bis culture is all about. We take something that others say is impossible and we make it a reality. The differentiator in this program was that Bis guaranteed to employ every successful graduate. This wasn't just another training program, but an employment program as well. The project was hard work and required a lot of collaboration, both within Bis, and with our customers and project partners, but I believe that's the kind of aspirational work Bis does. Bis also won a



couple of awards for the initiative, which was great recognition for the team's efforts.

Cut to today and I am back at Bis, in a new role that I am really excited about. My current role has a broad scope where I look after Operational Training, Leadership Development, Talent and Succession, Internal Communications, Community Engagement, Diversity and Inclusion, and employee engagement including EVP. I love that I get to work on areas that I am passionate about and that my job at Bis also allows me to pursue my passions outside of the office. One of the attractions of coming back to Bis was that I was able to work a 9-day fortnight, allowing me time to work on a pro-bono community project. When I'm not at the office or doing other work, I enjoy spending time with my family which also includes ferrying the kids around to their various sporting commitments, and travelling. I am also a big reader and I love to cook. I try and cook at least one new recipe a month, which I often do when we entertain – nothing like pressure to perform!

My Bis day now looks quite different from what it did when I first started. At the moment, there's no typical day for me as I am still getting my head across the breadth of my role and what needs to be done. A challenge for me now is to balance longer-term plans with the urgent items that need to be actioned daily. While some things have changed, others have stayed the same. Bis still has its knack for hiring great people, a can-do attitude and the fact that we like to take on big goals; which means there's always something exciting happening and rarely a dull moment!

### Join the Bis Alumni

✉ [BISCONNECT@BISINDUSTRIES.COM](mailto:BISCONNECT@BISINDUSTRIES.COM)

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