

BisConnect

2018: A Year Of Action

Welcome to the fifth edition of BisConnect and the final for 2018.

It has been a big 12 months for Bis. As the year comes to a close, we have taken the time to reflect on the year that was, and focus on what lies ahead in the new year.

2018 started strongly with the completion of our recapitalisation process. We also welcomed our new owners to the business and representatives to our Board. Graeme Hunt joined our Board as Chairman and most recently, Emma Stein has been appointed as Non-Executive Director. Furthermore, a number of new team members joined our Senior Leadership team. These changes have strongly positioned our Company to take advantage of a substantial period of growth and new opportunities.

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A key part of our business strategy is focussed on growth. This year we acquired leading mining services company UGM, and launched Rexx to the market - our innovative haulage solution that can travel more than four times further than traditional dump trucks. You can read more about these strategic growth projects on page two.

Operationally, we have had a solid year. In February, we were awarded our second long-term load and haul contract at the GBU coal mine in East Kalimantan. We have also renewed many key contracts in Australia. At Glencore Australia's Newlands mine we secured a three-year extension, which will take our time there to a quarter of a century. Similarly,

at Whitehaven Coal's Tarrawonga and Rocglen mines in Gunnedah, we have been awarded another three-year term.

Across the business, we have continued our strong commitment to our "ZUPER" values; Zero Harm, Unity, Passion, Excellence and Relationships. Evidence of this is our achievement of Lost Time Injury (LTI) free, which we have maintained for the last 18 months. Considering what we do and where we do it, this is a significant milestone to reach, however our work is never done. We believe there is always room for improvement and that is something we will continue to build on in the New Year.

In this issue, you will find some highlights from this past quarter, including a profile on Bis Underground Systems/ Business Analyst James Mainey, details on Rexx and our UGM acquisition. We have also included stories on the Girls Rocking Resources initiative, apprentices across the business and our win at the GFG Alliance Safety Excellence Awards for contractor safety.

I look forward to staying BisConnected in 2019 and sharing more stories on our business, people and alumni. Until then, I wish you and your families a safe and happy holiday season.



Brad Rogers
CEO

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Bis Apprentices



At Bis we invest in the workforce of the future, by providing opportunities for growth including formal training, coaching and mentoring programs. We aim to provide our people with the support, skills and guidance they need to help them excel in their careers and lives. Our industry has a responsibility to grow the skills (including trade skills) needed for the future, and we take that responsibility seriously.

Glenn Hunter, Leadership and Capability Lead at Bis, said, "As an organisation, we need to be looking to the future and building our workforce and the capability of our future employees."

"One way to do that is to employ apprentices and use our experienced tradespeople to support them and coach them on their journey."

An example of this can be found with Jesse Kidman and Jakeson Stansbie - two of our apprentices at our Newlands operations in Queensland. The hard-working, local team members have displayed dedication to their learning and development, pride in their work and a passion for Zero Harm.

A key component to their growth and learning journey is supervisor Dale Paul. Dale has been with Bis for over ten years and is well respected for his commitment to training and coaching his team. A standout in his operation is the importance of documenting their learnings in the apprentice logbooks.

Throughout our operations we have nearly 20 apprentices and we will look to increase this number in 2019.

[Learn more about our apprentices](#)

Safety Excellence Awards

Our team in Whyalla were pleased to be recognised for their demonstrated excellence in safety at the GFG Alliance 2018 Chairman's Excellence Awards in Sydney, New South Wales.

The annual GFG Alliance Australia Safety Excellence Awards highlight the leading individuals, teams and initiatives in safety. The only contractor award on the night, this achievement is an endorsement of Bis' commitment to zero harm.

Bis has been operating in Whyalla since 1959. Our workforce of 200 provide a complete supply chain solution for the customer including haulage, crushing and screening, product management and train loading. Safety is at the forefront of everything that we do, led by Bis Senior WHSE Advisor Aaron Thiele, and we are committed to delivering safer solutions for our customer.

We are active members of the local community and proudly support initiatives such as the Whyalla uneARTH Festival and Bis Regional Girls Soccer Carnival.

General Manager Hadyn Shepherd gave praise to his entire workforce, and specifically recognised the efforts of Bis Senior WHSE Advisor Aaron Thiele, who he described as a "...exemplary safety leader and mentor."

Commenting on the win, Bis Chief Operating Officer Michael Porter said, "My congratulations to General Manager Hadyn Shepherd and the entire team in Whyalla on their win. A well-deserved achievement for their ongoing and unwavering commitment to safety and people."



General Manager Site Services, Hadyn Shepherd with the team at Whyalla.

Bis Underground Strengthens With UGM Acquisition



The recent acquisition of mining services company UGM has supercharged Bis' reach across the coal sector in Australia.

The deal included several entities which provide diversified support to the Australian coal sector including equipment hire, labour for underground operations and machinery maintenance and on-site repairs.

Bis General Manager Underground Services Mark Doyle said, "We are excited to welcome the UGM team and offering to Bis. Bis has been a customer of UGM for many years. The acquisition is a natural fit for our business and will deliver strong synergies to our combined customer base."

The acquisition of UGM builds on the momentum of our successful recapitalisation at the beginning of 2018.

"The UGM deal reflects Bis' clear growth strategy and helps deliver a critical element - expansion of our underground capability," Mark Doyle said.

Through the acquisition we have been able to broaden the Underground business from a 200 strong workforce to 500. The addition of this labour hire capability now makes Bis a complete solution for companies needing to undertake critical operations such as longwall relocations.

[Learn more about UGM](#)

The Rexx Revolution



On 25th October 2018, Bis unveiled its new innovative haulage solution which offers miners a step change in flexibility and efficiency. Bis has leveraged its unique position as both a leading mine haulage operator and as a proven Original Equipment Manufacturer (through Powertrans) to design and build Rexx in-house, in Perth, Western Australia.

Rexx has been designed to meet customer demands as a multiple-use solution that delivers on high performance and productivity, easy maintenance and good operator comfort.



Our Group Manager of Engineering, Scott McFarlane said “Bis built these attributes from an intimate understanding our customers business and taking notice of their changing needs and expectations as well as feedback on our existing equipment”.

“Rexx is a game changer for mine haulage, incorporating the best features of long-haul road trains and short-haul mine trucks,” he said.

Designed for easy maintenance and operations, Rexx can transport a 160-tonne payload 35kms, more than four times the distance of conventional dump trucks. The increased travel distance eliminates the need for mobile processing plants, extra loading facilities and multiple stockpiles.

Rexx took 14 months from concept to delivery and brought together 15 innovators from Bis. Bis Design Engineer, William Keys said “This project allowed the team the opportunity to challenge the status-quo of haulage and was a career-changing experience for me”.

“The evolution of Rexx, for me personally, was a once in a lifetime project that elevated my knowledge and allowed me to be an innovator from concept, design to build,” said William.

At Bis, we are driven by bringing technology and innovation to our customers to deliver real value. With the addition of Rexx to our fleet, we will have further opportunities to design bespoke haulage solutions to suit our customers’ needs.



[Learn more about Rexx](#)

Girls Rocking Resources



Bis launched Girls Rocking Resources, a Bis initiative for young women aimed at showcasing the broad range of roles and career opportunities available in the resources sector.

For our first event, we partnered with diversity champions KCGM and hosted 25 young women at our Bis depot in Kalgoorlie, Western Australia.

The initiative is part of our commitment to promote workforce diversity and inclusion, including gender diversity.

General Manager Specialised Logistics Giles Everest said, “At Bis we believe in awarding equal opportunity regardless of your gender, beliefs or background. Bis and other companies in the resources Industry like KCGM, are all taking steps to introduce a range of career opportunities to women.”

“We have found it’s important to start the conversation when they are younger and in the decision making stages of their future careers,” he said.

The girls, aged seven to 15, wore high-vis and safety glasses as they participated in a range of activities that included creating safety posters, constructing structures out of toothpicks and marshmallows and playing with virtual reality goggles from the West Australian School of Mining. The girls were also treated to a tour of the KCGM Super Pit and heard inspiring career journeys from women at both companies.

A second Girls Rocking Resources event is scheduled for the first half of 2019 at our operations on the East Coast.

[Learn more about Girls Rocking Resources](#)



GM Specialised Logistics Giles Everest and KCGM General Manager Cecile Thaxter and (front) spoke to a group of girls at the Bis Girls Rocking Resources camp including Serena Bope, 8, Ella Bope, 11, Lavanya Gera, 15, Charlee Brahim, 12, and Hannah Stewart, 9.

Fast Facts

Bis

ZERØHARM

0.0

BIS HAS ACHIEVED A FULL 12 MONTHS LTI FREE.

1915

WE HAVE BEEN DELIVERING FOR OUR RESOURCES CUSTOMERS SINCE 1915.

40

BIS HAVE OPERATIONS IN 40 SITES ACROSS AUSTRALIA AND INDONESIA.



Logistics



Materials Handling



Underground Services



Consulting Services

BIS PROVIDES THE LOGISTICS, MATERIALS HANDLING AND SPECIALISED EQUIPMENT YOU NEED TO EFFICIENTLY HAUL, TRANSPORT, HANDLE, PROCESS AND DELIVER ALL YOUR COMMODITIES.

My Bis – Meet James Mainey

My name is James Mainey and I am the Systems/Business Analyst at Bis Underground in Tomago.

I started working at Underground eight years ago. I was fresh out of university and straight into the hot seat as a data analyst, tasked with cleaning data in our systems and building Preventive Maintenance schedules for the 300 strong fleet of major assets in the business. After I finished that project I was itching for a new challenge. That is when I found my niche in analysing large data sets and reporting to top management.

Four years ago I moved to my current position where I work with business leaders on contracts, tenders and business metrics. This is one of the great things about Bis. You are given the freedom and the support you need to find your sweet spot in the business and grow.

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Over time I have picked up more responsibilities and now manage a team to ensure that the business requirements are met. I have also become a bit of a go-to guy around the Underground business. This keeps me on my toes and adds to one of the reasons why I love what I do – I am challenged every single day.

There is no typical day in the Underground business, which means that I have been exposed to a lot of opportunities. A highlight has been my involvement with the Gunnedah Girls Academy.

Bis has been proudly supporting the Gunnedah Girls Academy for 12 months. I was first introduced to their organisation through my work with the Diversity and Inclusion Committee at Bis and I am so glad I was. I believe it is vital for our company to give back to the communities in which we operate so when the opportunity came my way I couldn't pass it up.

The Girls Academy program works within the school system to drive community-led solutions aimed at reducing the barriers



that prevent Aboriginal and Torres Strait Islander girls from completing their education and reaching their full potential. Their mission is Develop a Girl, Change a Community.

Both the Underground and Load and Haul Gunnedah businesses are involved with the Girls Academy. Over the last 12 months we have been able to participate in a range of work including influential Bis women speaking at a local careers expo to discuss the job pathways available to young women.

A stand out moment for me was when I had the pleasure of speaking with one of the Year 11 girls on my first visit to the Girls Academy. The young woman spoke to me openly about her hardships over the last school year and how she wouldn't be at school if it wasn't for the Girls Academy. Fast forward almost 12 months and that same young woman has graduated from Year 12 and will be attending Sydney University next year to study Engineering. Who knows – maybe she will be a future Bis employee!

Opportunities like working with the Girls Academy and the recent UGM acquisition have kept my career journey interesting thus far. I look forward to what awaits me and the business in the future.

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Join the Bis Alumni

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