



# BisConnect

## Building for the future

### **Hello and welcome to the eighth issue of BisConnect and the final for 2019.**

It has been an important 12 months for Bis. Our business secured numerous contract renewals, extensions and wins, which we discussed in the last issue of BisConnect. Two of our more recent contract wins are with Water Corporation and GFG Alliance.

The three-year deal with Water Corporation will see us provide on-road services in and around Perth. To deliver the contract, our talented team of engineers designed a new fleet of road trains specifically for this contract.

In Whyalla, we were awarded the contract to become the single materials contractor for GFG Alliance. The award comes at a special time for the team as we are celebrating 60 years of Bis in Whyalla this year. Read more about the milestone on page 2 of this newsletter.

2019 was another significant year for Bis innovations. October 2019 marked one year since we launched the mighty Rexx. In that time, Rexx has gone on to be shortlisted and win numerous industry awards, in addition to impressing in trials at three mines across Western Australia. Most recently, Rexx has been at Ewington mine, which is operated by Griffin Coal in Western Australia's Collie Basin. We are thrilled by Rexx and the outcomes it has produced so far. So much so, that Rexx 2 is currently under construction and will be put to work on the east coast in early 2020.

Following Rexx we recently launched Razor; an underground grader for the coal sector. Razor is an invention from our team in Tomago and is the first in a pipeline of products we have planned for the sector. This is another example of our company's commitment to understanding our customers' needs and developing solutions that add value to their operations. You can read more about Razor on page 2 of this newsletter.

Also in this issue, you will read about a Diversity and Inclusion initiative from our Indonesian team: The Female Operator Traineeship Program. You will hear from our Group Manager – Growth and International Markets, Ben Grigg. Ben returned to Bis in October and I am delighted to have him back on board to drive our international growth strategy. Our alumni feature is a past member of our Whyalla team, Richie Burton. Richie had a range of roles in our Whyalla business and is now Deputy Treasurer for GFG Australia. He shares with us what he's been up to and how his time at Bis provided him with opportunities and exposure to a range of operations.

I hope you enjoy this issue and I look forward to connecting with you in the new year. Until then, I wish you and your loved ones a safe and happy holiday season.

**“(Razor) is another example of our company’s commitment to understanding our customers’ needs and developing solutions that add value to their operations”**



**Brad Rogers**  
CEO

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## Celebrating 60 years of operations in Whyalla

**Alumni, employees, customer representatives, community members and leaders came together to celebrate Bis' 60th year of operating in Whyalla.**

Since 1959, we have continuously provided logistics and materials handling support for GFG Alliance and previous companies at the iconic Whyalla Steelworks. In that time, we have also delivered infrastructure projects including the construction of roads, pipelines and jetties in Whyalla.



(L-R Theuns Victor, Executive General Manager GFG Alliance, Brad Rogers, CEO Bis, Clare McLaughlin, Whyalla Mayor, Stewart Cummins, CFO GFG Alliance, Michael Porter, COO Bis, Hadyn Shepherd, General Manager)

Bis currently employs 240 people in Whyalla and our team are all active and proud members of the Whyalla community.

Bis Chief Executive Officer, Brad Rogers, said "Bis is Whyalla proud. Our people are part of the community. They live here, shop here, play sport here, our employee's children are born here and go to school here. Multiple generations of local families have worked for us and that proud tradition continues today."

"Over the last 60 years we have also demonstrated an ability to listen to our customers, understand their business and deliver tailored, effective and efficient supply chain solutions," Mr Rogers said.

Along with the 60-year celebrations, the Whyalla team have more to celebrate. Bis was recently awarded a contract by GFG Alliance to be the single materials handling contractor for the company's Whyalla steel making operations. The contract brought 80 new team members to the business to deliver the expanded scope of works.

## Female Operator Program in Indonesia



**At Bis, it's important to us that we build and empower a workforce that reflects the communities where we operate.**

Recently, we welcomed the first group of female operational trainees to our operation at the Gunung Bara Utama (GBU) coal mine in East Kalimantan, Indonesia.

The trainees joined the team as part of a Female Operator Traineeship Program, which has been championed by our Indonesian business. The aim of the program is to increase female participation across our operations.

Bis Indonesia's Operations Director, Russel Gatt, said he is impressed with the progress already made by the trainees.

"Considering where the trainees have come from, they have achieved a lot so far. It's been a pleasure to work with them; they have great attitudes and are enthusiastic to learn more. I look forward to officially welcoming them to the team once the program wraps up."

Bis Chief People Officer, Karen Bradshaw, said the program is a significant achievement and marks another important step towards growing diversity throughout our business.

"Currently 15% of Bis employees are women and 20% of our Senior Leadership Team are women. When we look at where we were three years ago - under 10% female participation and two women on the Senior Leadership Team - it's clear we have made some great strides toward a more diverse Bis."

## Meet Razor - the Bis Underground Grader



**Meet Razor - the Bis underground grader for the coal sector, which has been designed to be safer, more productive and agile.**

Developed by the Underground Services team based in Tomago, Razor is part of a suite of new products planned by Bis for the coal sector.

Bis General Manager, Mark Doyle, said the grader has more tractive effort, increased power, is safer for the operator and has been designed for more uptime.

"The concept for Razor started within underground by looking at existing machines and talking to grader operators to understand how we could design a better product. We went all the way from performance to changing the cab ergonomics to improve comfort," Mr Doyle said.

Razor has several key features including:

- 55% greater engine power than similar machines
- Four gears rather than three, which gives greater flexibility on difficult ground
- Access to the cab from both sides
- Improved structural / fatigue integrity of the chassis

Razor recently completed a customer roadshow across New South Wales and Queensland. Currently, we have three Razors heading to mines across New South Wales and Queensland with a fourth ordered.



## ALUMNI PROFILE

# Richie Burton

## Whyalla proud, born and bred

**Whyalla born and bred, Richie Burton has kept himself busy. A Bis Alumni twice over, Richie credits starting his career with our Whyalla business as the solid foundation needed for him to succeed.**

"My first stint with Bis was from 1996-2006. I started out as a financial accountant for two years and was then the Commercial Manager for South Australia until the end of 2006. Starting with Bis as a young person it was a good platform for me as it provided me with good grounding and training. I was able to learn a strong business ethic and the right behaviours."

After 12 months with OneSteel, Richie re-joined Bis in 2007 as Operations Manager for the Bulk Materials Handling and Shipping business. From there he moved into a business development role and finally, as General Manager South Australia until August 2012.

"I have been fortunate enough to have a range of finance and commercial roles early on in my career, which provided me exposure to a lot of different businesses, sites, people and operations. Coming back the second time, I was able to work in operations and business development before stepping into the General Manager role. Not a lot of people get that kind of exposure in the timeframe I was able to do it in. But, being the contractor, it's possible."

It's the knowledge gained from the diverse operations Richie has worked in, that he uses daily in his current role as Deputy Treasurer for GFG Alliance.

"I have recently moved into the role of Deputy Treasurer at GFG Alliance. Before that, I held roles in finance and commercial at SIMEC – the mining arm of GFG. Now, a typical day for me is all about cash management. We look at short and long-term cash modelling, making sure we support growth projects coming up, as well as ensuring we have enough funds in the business to keep ourselves going day-to-day."

Now living in Adelaide with his family, Richie looks back at his time with Bis in Whyalla with fondness.

"Some of my most memorable moments came when I was in the business development and General Manager roles.

We won some new contracts that we took through from pricing, procuring and commissioning. We also rolled over base contracts that we had in Whyalla and had growth opportunities."

"I also enjoyed the regular conferences. People from around Bis would come together to share innovations, network and learn about each other's businesses. Most people were down-to-earth with a can-do attitude. There were a lot of knowledgeable people within the company, who had been there for 25 years or more. They knew a lot about the industry, there was a lot you could learn from them."

Richie still likes to keep up-to-date with Bis changes that have taken place since he moved on.

"Bis has gone through a number of business cycles and now looks to be going through a phase of stabilising and growth. Like any organisation it's had its tough times, but I think the Bis work ethic helped it through."

Regarding Bis' big 60 years of operations milestone in Whyalla, Richie is proud to have been part of the story.

"I send my congratulations to the Whyalla business on its 60 years. For me, I am proud to have been part of the story for nearly 15 years. It's not until you sit back and reflect that Bis has been there for 60 years that you realise the achievement."

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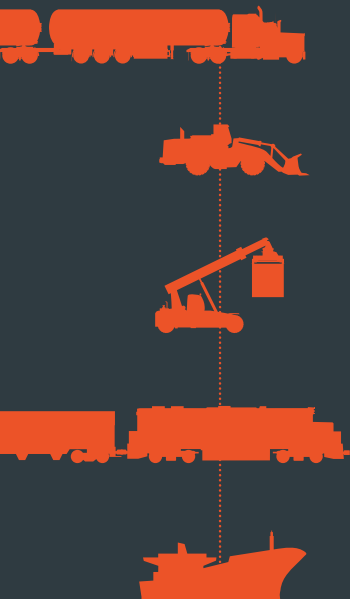


## Fast Facts

Whyalla 60 years

# 1959

BIS HAS BEEN WHYALLA PROUD FOR 60 YEARS. WE CAME TO WHYALLA WHEN WE FOLLOWED OUR CHIEF CUSTOMER AT THE TIME, BHP, AND EXTENDED OUR TRANSPORT AND INDUSTRIAL SERVICES INTERSTATE.



BIS PROVIDE A WHOLE OF SUPPLY CHAIN SOLUTION FOR THE CLIENT (HAULAGE, CRUSHING AND SCREENING, TRAIN LOADING, PRODUCT MANAGEMENT AND SHIP LOADING)

# 80

WE WELCOMED 80 NEW EMPLOYEES TO THE BIS FAMILY AS PART OF THE GFG ALLIANCE CONTRACT WIN, TAKING US TO A 240-STRONG LOCAL WORKFORCE.



# 3

BIS HAVE THREE GENERATIONS WORKING FOR US IN WHYALLA.

## My Bis – Meet Ben Grigg

**Hi, I'm Ben Grigg and I am the Group Manager of Growth and International Markets. I've been with Bis off and on for around 8 years. It's been an interesting journey but I'm glad to be back home with Bis.**

Starting at the beginning, I joined Bis in 2008 as a Commercial Analyst. I was employed by Michael Porter and Brad Rogers. Brad was my functional manager, but I reported to Mike. If I had to thank two people for helping me get to where I am today, it's those two. I was in the Commercial Analyst role for 18 months before I was promoted to Commercial Manager. As Commercial Manager I looked after our on-road logistics business and later branched out to off-road and other businesses. I did that for two years and towards the end of that role, I was given the opportunity to be part of an internally-run leadership program – The Strategic Leadership Program. I was involved in the program with current Bis leaders: Rebecca Warren, Andrew Prout and Mark Doyle.

Around that same time, a role was developed for me in Sydney. I was involved in corporate initiatives including strategic procurement and M&A prior to becoming a part of Bis' internationalization strategy. We studied several countries where we thought Bis could offer something compelling and from that list, we decided on Indonesia. From 2012 onwards I was assigned the task of setting up Indonesia. The next three years saw me spending time between Jakarta, Perth and the jungles of Indonesia, searching for opportunities and building the business.

It was a nice feeling for the business to have that amount of faith in me. It was an experience and a big career milestone and achievement for me. I was heavily into business development and I was also responsible for establishing the business. This included finding an office and doing other administration and project tasks. I was also heavily involved in the setup of our first Indonesian contract, which I worked closely with Russel Gatt on.

In 2016 I took a 6-month sabbatical, which Brad affectionately calls my "extended leave". For six months I surfed, practiced yoga, ate great food and lived in Bali mostly. Which is quite like what I do when I'm not at work: surf, listen to podcasts, spend time with my girlfriend, drink wine (in the wine club I'm part of with some friends and their dads) and play with my



dog, Pookie.

When I returned home, I started a Commercial Manager project role with an oil and gas services company. All up I was away from Bis for three years.

During that period, I continued to keep in touch with Brad and other Bis colleagues. It was great to see everyone again when I attended the alumni event this past August – it felt like the band was getting back together! I caught up with Brad shortly after and now I'm back at Bis in a role I'm excited about. What I have always liked about Bis (aside from the people and the culture) is the way Bis goes about its business. It makes sense to me.

So, for now, in my new role I am primarily responsible for the development of the international business excluding Indonesia. Following the launch of Rexx and the buzz generated by it, I'm really excited to see where we can introduce this new solution. We're taking a new view on the world and deciding where's best to focus our efforts. Although it's early days for me, what I have seen of Rexx and the customer response to it so far, it's a big opportunity for us. I think it's going to open doors and countries up to us where we can take our business.

**"I think Rexx is going to open doors and countries up to us where we can take our business."**

### Join the Bis Alumni

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