

COMPANY NEWSLETTER ISSUE 43

RUC MINING POST



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DIRECTOR'S MESSAGE

It is with a heavy heart that I provide this staff update, given that a colleague of ours was fatally injured in an accident in the Goldfields [earlier this month].

This is a tragic event and on behalf of all of us, I have sent our condolences to his family, friends, and co-workers. At the understandable request of his family to protect their own privacy, we are neither releasing nor publicly using his name, hence the use of his/him.

While RUC has been supporting the family, affected team members have also asked how they can help. You can make a donation that will be provided directly to the family, by completing the payroll deduction form that was emailed on the 19/10/2022 and return to payroll@ruc.com.au before 20th November 2022.

Losing someone you work with is mentally taxing, so I encourage anyone who needs support to reach out and utilise our Employee Assistance Program. It is a free and confidential counselling service for you and your immediate family members, available 24/7 by contacting Access Wellbeing Services on 1300 66 77 00.

The cause of the accident is still being investigated. Regardless of what it finds, I want to reinforce to you all that if you think there is a hazard that cannot be controlled, you are unfamiliar with the task you are asked to perform, or you do not understand the procedure to undertake a task, then immediately stop what you are doing and contact your supervisor.

Safety has to be absolutely paramount in everything we do, so you have my authority and support to stop any activity that you think is unsafe.

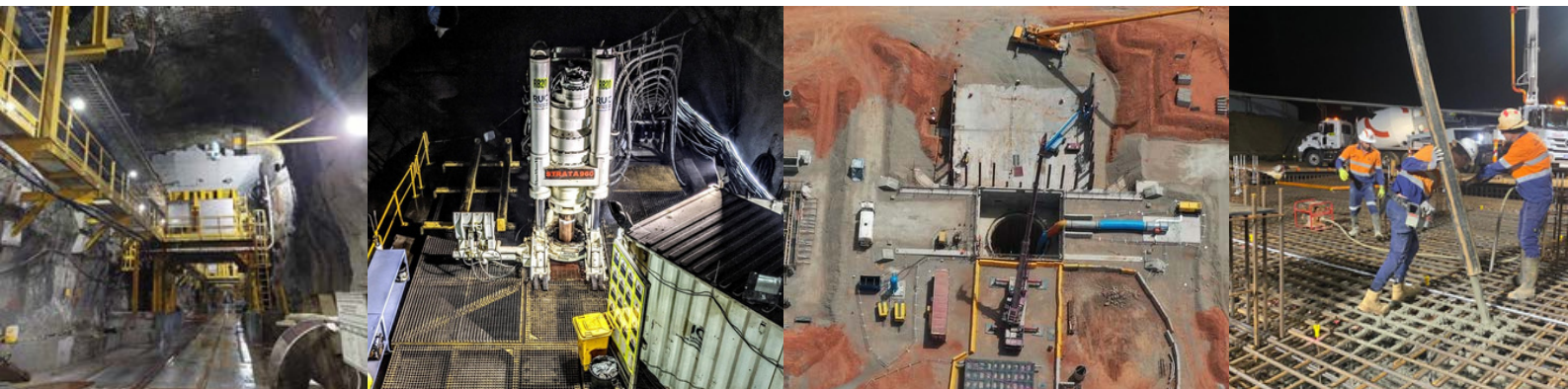
While this tragedy weighs greatly on all of us, it is important that we acknowledge other developments and outcomes that have been achieved since the last newsletter.

RUC has been awarded the Sth32 Appin Shaft contract which is significant and involves concurrently blind sinking two shafts approximately 500m deep. I am not aware of two shafts within such close proximity being developed at the same time anywhere in Australia. At the Tanami shaft sink we have commenced in-shaft works going from a construction phase to being in the shaft and what we do best. Cosmos at the time of writing has been supported down to 585m which is a great effort.

Mechanised mining team has executed an extension at Edna and have almost solved the water situation there, which is a great effort. Vivien keeps on kicking goals and will continue to stope out the mine until at least the end of the calendar year. Penny is now in full swing and getting closer to starting production. Costerfield keeps on going....not bad for a project that was only supposed last 12 months around five years ago. And we are currently in negotiations at Rosebery to extend the contract there.

The Raiseboring division is continuing to see lots of tenders. We were awarded the Bellevue contract which is significant, the ground there is anywhere between 500-600MPa in places so our cutter consumable supplier will be happy with us!

Incycle continue to have a good amount of work in front of them and good to see we are finally into the Wallaby UG workshop works.



Overseas RUC is increasing our manning at Free-port which currently sits at 1270 employees and have had a very good start to the new financial year with good physicals.

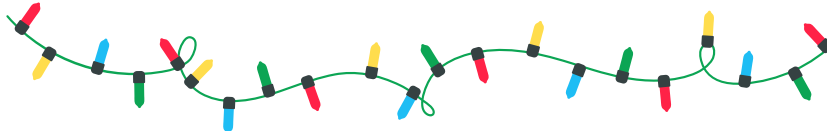
In Kazakhstan we were awarded our first major scope of works and have mobilised to site and almost completed surface infrastructure works and also started offtakes for the underground development. RUC is also now the majority shareholder of Turan Industrial which is our operating company in that country.



In Mongolia, via GCR, the sinking of Shaft 4 and Shaft 3 are being undertaken concurrently with a long way to go. Does everyone know what GCR stands for? RUC is also formulating another JV in-country for underground opportunities currently being tendered and hopefully we will have some more news on this by the next Newsletter.

The underground platform for M&R continues to progress the strategy for a singular entity and to this end RUC and Cementation Americas have jointly responded to an expression of interest for a shaft/decline scope of work in South America. Then in Botswana RUC and Cementation Africa have jointly responded to an expression of interest for a development and production scope in that country.

I went to Bunnings on the weekend and saw that Christmas lights and stuff are currently being displayed for sale which freaked me out a bit.



PIPELINE

Currently bidding major contracts for the following;

- Catalyst Metals Ltd Boyds Dam Exp Decline - Tender
- Evolution Mining Earnest Henry Raisedrilling - Tender
- MMG Rosebery - Shotcrete - Tender
- OT Mines Mongolia Development and Construction - Tender

VIVIEN GOLD MINE

Following Vivien’s strong performance in the two previous months with record ore and Back fill tonnes. September followed suit with another good performance. The Jumbo work has wound down now with only small amounts of rehab and brow strapping taking place.

Long hole meters are solid with a total of 20095 m.



PD05 Long Hole Rig

Ore tonnes flowed with a total of 58984 ton.



Charged Down Hole Davey Tronic Shot



July and August Above & Beyond winners, Harry Powers (left) and Chris Walter (right)

CRF targets were met with 8060 ton.
Rockfill targets were met with 34610 ton respectfully.
Life of mine record Ore tons were produced in July, followed by record backfill tons in August.

These quarterly figures reflect the strong Vivien team.

Some Achievements were:

- Life of mine record Ore tons were produced in July.
- Record back fill tons in August.
- Dan Butcher and Shane Rogers 5 years’ service.

Wyatt Holmes named Above and Beyond winner for September.

Our team remains positive as an end date to Vivien looms large in December.

EDNA MAY GOLD MINE



- 255m of Capital Development
- 10,000m Production Drilling
- 57,500t Total Haulage

UPDATE:

The past quarter has been overall good for equipment availability with only a few issues hampering the otherwise good performance. But the ever present ground water inflows have continued the flooding of the decline with a large portion of the quarter greatly effected with reduced rates of work.



Milestones:

Duty dewatering systems have been completed and see the system being doubled in capacity with it pumping on average 5.5 Million litres of water per day. The LOM pumping system has been approved and commenced mining during the quarter. This will work towards greatly improving the capacity of the system and spirits of the team. Excellent work has been undertaken by all to focus on the development of the capital works to allow for the rising main drilling to commence.

Manning:

Mining manpower has stabilised and the resulting improvement in capabilities and output has been noticed by many.

PENNY

The team at Penny are progressing very well, considering inclement weather having an impact on road closures, mobilisation of equipment, supplies, and flights being diverted to Mt Magnet (up to a 3-hour drive from Penny).

In conjunction with Ramelius and MIE, the powerhouse and switch rooms have been commissioned, and associated cable runs over the pit walls.

The raise bore pads for the return airway and escapeway have been laid and the associated underground development has been completed for these rises.



Fine Visible Gold within HW Penny North Main Vein

View North, 1390mRL Penny North Main Vein



View East, 1390mRL Penny North Main Vein - Hanging Wall (painted circles contain VG)



With the delivery of the screen/grizzly, we have been able to efficiently generate a healthy stockpile of road base material, which has been utilised in the sheeting of the pit ramp to minimise downtime caused by rain events.

The Penny North main vein had been intersected in the 1406mRL north RAW, and the target of exposing and developing the 1390 orebody by mid-August was achieved.

With constant changes in ground conditions, and Penny being the wettest "Dry Mine" mine known, moral continues to be of a high level.

The relationship between RUC and Ramelius at Penny continues to grow in strength.

COSTERFIELD

Youle Decline Capital Development has kicked on again to develop down to the 588 Level.

A big thank you to our current employees for consistently achieving goals with very good safety numbers.

On 17th December we will celebrate 5 years at Costerfield.
Was only a 12 month Contract !!



UL19 and UL20 ready to go home to Kal.



UL20 heading home.

We are still developing at 50m per month, now mostly Capital to get to the Y 588 Level.

Greg and Nick were able to confirm an extension to our current contract to carry us till June of 2023.

Further exploration by the Client could well see us here for much longer.

ROSEBERRY

The crew jumbo at MMG continue to perform well.

We have continued a good safety performance and were recognised as a Zero Harm Project in the recent M&R Group Chief Executive Safety Recognition Awards.



The scope has grown slightly and we have welcomed 6 additional crew members over the last few months and another LV.

We have also seen the promotion of one of the original Mining Cadets up another level to Service Crew: Congratulations Mathew.



SOUTH 32

After extensive and exhaustive negotiations we have achieved a massive milestone with the execution of the Appin Shafts Contract, signed on the 30th September. This will keep the Shaft Team busy for the next 3 years, with the cost reimbursable target price contract including the design and construction of two (2) concrete lined shafts of 561 and 591m deep at 5.5m and 7.5m diameters respectively in rural NSW. This represents the third major sinking project currently in progress for RUC in Australia, which is unprecedented in recent history and helps to consolidate our strong standing in the market.

The engineering has been underway since Jan-2022 under Early Contractor Involvement (ECI) and is progressing well, and ahead of schedule thanks to our long term partners at Wilshaw. We now turn our attention to the procurement and mobilisation of the project team with site access is scheduled for March-2023. This project will require the procurement of four (4) stage winders and three (3) service winders to be delivered to site by the end of 2023.

We have introduced a number of new faces into Team Shafts team in the last few months and would like to extend a warm welcome to Simon Wulff (Project Manager), Noel Burton (Electrical), Greg Bell (Electrical), Nigel Bennett (Engineering), Madison Kliests (Administration), Lalith Premarathna (Engineering) and Baasansuren Bolor-Erdene (Administration). These new additions along with our long term RUC legends (Bernard Haak, Sam Addy, Tony Schosta, Peter Papanoum, Valentine Nhunzvi, Stacey Panton) have set the Project up for success.



The Shafts Team

There has been a lot of effort and hard work go into securing this work and I would like to thank everyone in our business and our long term partners, that have played some part in assisting through the process. There is too many people to thank individually, so if I missed someone please don't take it personally.

TANAMI SHAFT

The skyline as changed in the Tanami desert, RUC with support of GRES have complete the structural erection of the permanent headframe. The headframe is 86m tall and was constructed in and erected in seven (7) modules. GRES has now completed all the remaining surface construction that remained within our scope and have all but demobilised, with only handful of personnel remaining. RUC would like to thank GRES for the quality and professionalism of the work they have completed at the Tanami.

RUC have designed and manufactured two (2) of our own services winders for the Project, which have now been installed, roped up and commissioned along with our two (2) Hepburn Stage winders. The stage was de-chaired upon finalisation of the regulatory submission requirements, with low speed commissioning being finalised in the first week October 2022.

The Shaft team is now busily removing the CAF from the existing upper 200m of the shaft lining, once complete shaft services will be installed. Then commencement of concrete lining activities can commence.



COSMOS



Cosmos celebrated a milestone early this month, surpassing the vertical half way mark, also successfully concreting the top portion (approx. 40m) of the shaft. Sovereign are currently on site performing hydro sealing works and all going well.



The RUC team are still busy bolting and meshing down to the midshaft and chip handling levels, which we expect to reach mid November. Once we reach the chip handling level, the rock plugs will be fired out and the winder equipment will be re-positioned at the midshaft/chip handling levels and will be recommissioned.

While we've had our fair share of challenges the past few weeks, the team remains energised and eager for what's to come, especially Thomas Ledwith, winner of our 'Above & Beyond' for the month of October.

RAISED DRILLING

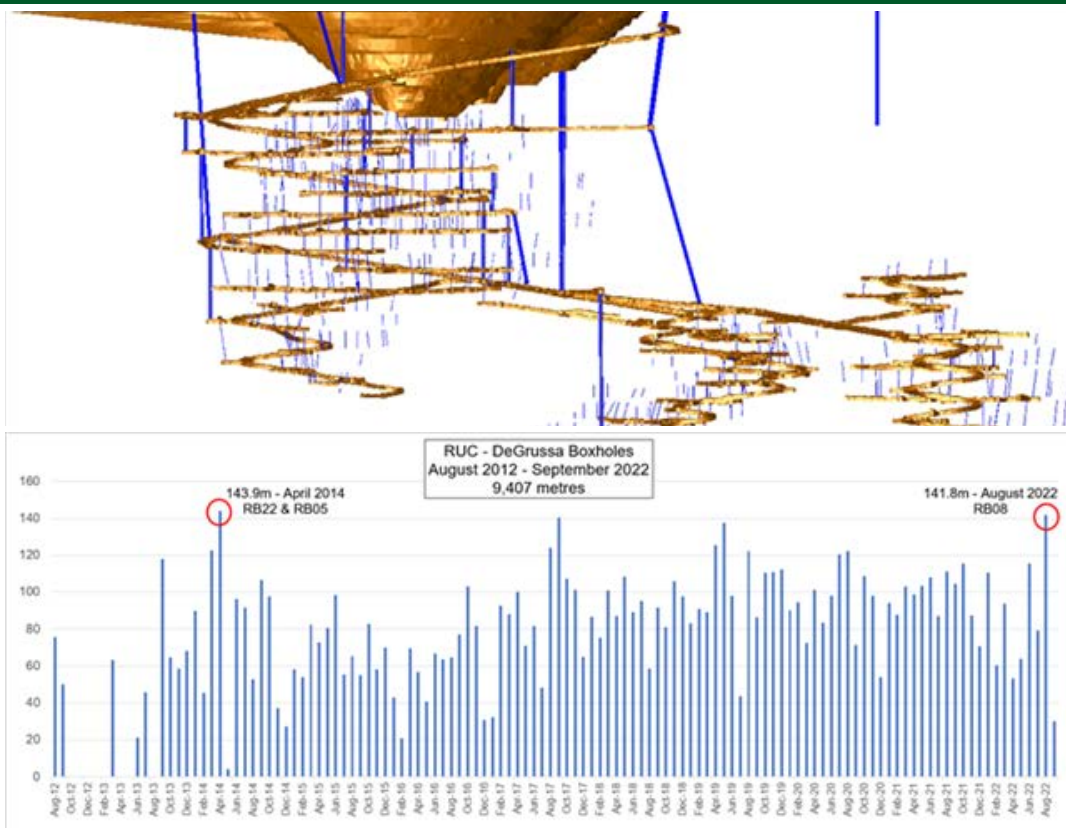
End of an era for Raisebore at Sandfire's DeGrussa Mine site

In our 10 years at DeGrussa, RUC have completed over 9,400m of Boxholes, Raisebores and Escapeways (not to mention fresh and return airways, rising mains and paste holes, de-watering and poly welding)

RB08 achieved 141.8 metres in August, a record for a single Boxhole machine at DeGrussa. To achieve this level of productivity in the second last month of the contract takes a great deal of teamwork and co-ordination between RUC, SFR and BAPL.

Since RUC's first month onsite at DeGrussa in October 2011, over \$45.3M of drilling and associated works have been completed.

This is a credit to Mathew Whittaker and all personnel who have supported and worked at DeGrussa for their hard work and always maintaining a high standard. The crew have now finished, demobilised and handed the site back to the client.



FREEPORT

On 31 August President Joko Widodo visited site and toured the underground facilities. The president travelled from AB terminal up to the GBC extraction level in the GBC shaft which is constructed, operated, and maintained by PT RUCCI. The President’s trip was highly successful by all accounts and the first site visit by an Indonesian President since President Suharto in the late 1970’s.



(President Joko Widodo arrived at GBC Service Shaft – AB Terminal Level)



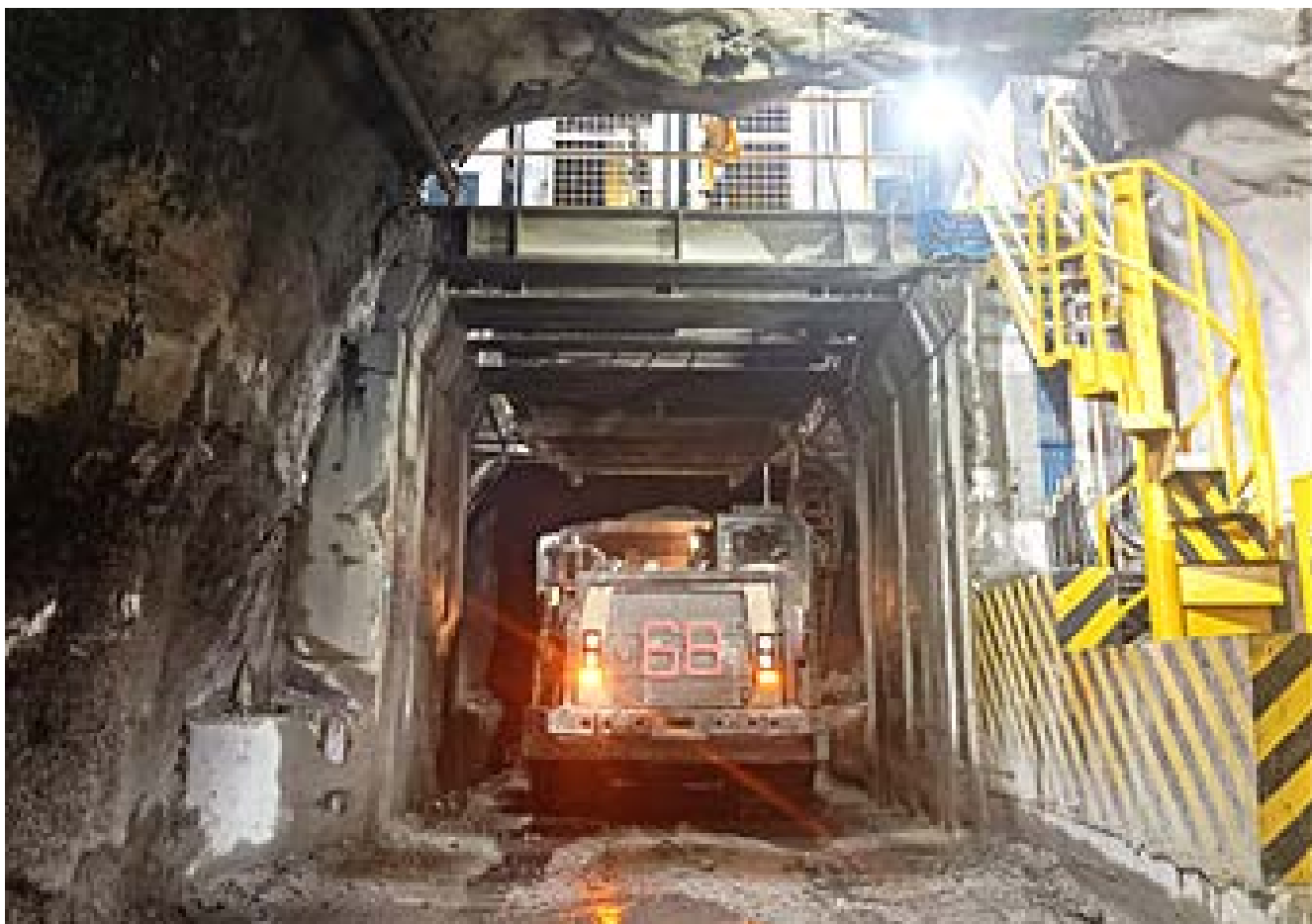
(President Joko Widodo inside the conveyance of GBC Service Shaft)

Safety standards on site continue to improve with no significant incidents or accidents for the 3rd quarter.

	Jul-22	Aug-22	Sep-22	Actual	Plan	% Achievement
Big Gossan (t)	250,937	185,390	253,312	689,639	617,768	112%
GBC Cable Bolting (m)	63,764	70,290	66,994	201,048	180,000	112%
DMLZ Cable Bolting (m)	62,677	62,255	56,033	180,965	162,665	111%
GBC Shaft Availability (%)	93%	95%	95%	94%	90%	105%
GBC Shotcrete (m3)	5,346	5,568	6,096	17,010	15,300	111%

The team had another solid quarter in terms of production with targets exceeded in all areas.

FREEPORT



(Loading activity - BG UG Mine Loading Point#2)

Chute construction is progressing well with the team completing Chute Gallery 53 and commenced works in Chute Gallery 32. Maintenance works is also progressing well, and the team maintained an average chute availability of 93% for the quarter.

We have made good progress over the quarter in filling vacancies and total manpower employed again reached 1,260 employees for the first time since 2020. On another positive note Papuan employees for the first time exceed 20% of our workforce.



(Chute Gallery 53 - Ready to be handed back to PTFI)

MONGOLIA

The 6B team at Oyu Tolgoi is continuing their good safety performance and the project is currently standing on 1549 LTI free days.

We as GCR Mongolia also received the contractor of the month's award for two consecutive months in a row. This is a testament to the commitment and the hard work of the team on site in terms of safety and quality.



The sinking of shafts 3 and 4 is progressing well and current shaft depths are 420 m at Shaft 4 and 304 m at Shaft 3. Cycle times have reduced significantly over the last quarter. On both shafts we are achieving sub 34-hour cycles on a 3m round from blast to blast. The concrete and service cycles are currently on average of 56 hours cycles and with improved concrete supply the aim is to achieve sub 52-hour cycles. Concrete lifts at shaft 3 have been reduced from a 9m to a 6m lift. The same change will be implemented at shaft 4 when the winder is speeded up in early October to 10 m/s. At shaft 3, the winder speed will be increased from 5 m/s to 10 m/s in early December.

We are planning to do the shaft 3 speed up in this coming December. As per the latest project schedule the sinking works are scheduled to be completed in December 2023 for Shaft 4 and January 2024 for Shaft 3.

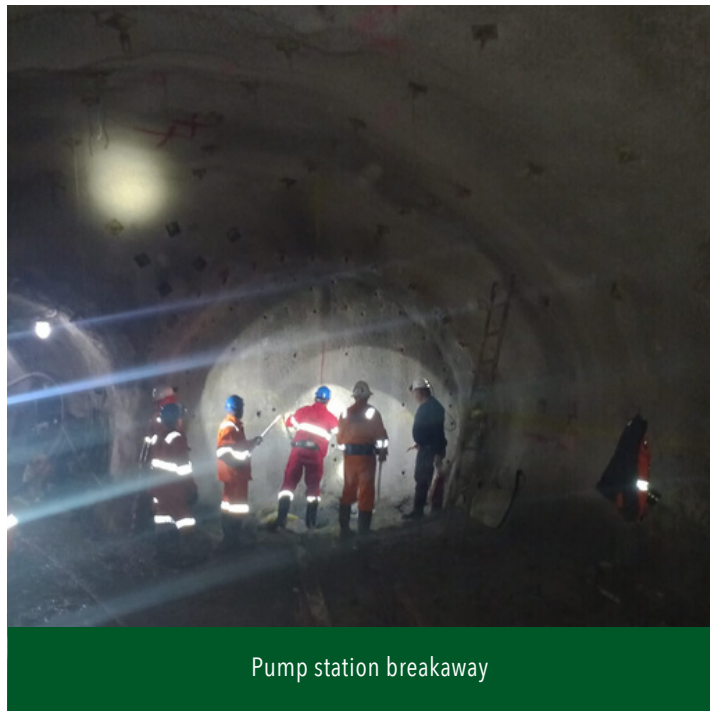
Over the last couple of months GCR Mongolia and the Oyu Tolgoi project management teams negotiated and concluded a contract pricing model conversion from a lump sum to a cost reimbursable model with a fixed fee.

KAZAKHSTAN

The last few months have been exciting for the team in Kazakhstan as we constructed our surface facilities and mobilized to the site for the start of our first mine development contracts with the Eurasian Resources Group in Khromtau, South Western Kazakhstan. The construction of our surface facilities is largely completed, with only the construction of the batch plant building still underway. The intention is that we will produce our own concrete and wetcrete for the works. Our fleet of mobile equipment has also started arriving on site and to date we have received;

- 1 X Cat R1300
- 1 X 1m3 Chinese loader
- 1 x 3m3 Chinese loader
- 1 x IT
- 1 X Agitruck

Our Sandvik DD420 jumbo for the upcoming ore flow works is due to ship from Australia this month and will arrive on site in December/January which will really allow us to ramp up production. We currently have engaged ± 120 employees out of a total planned workforce of 200 at peak production.



Pump station breakaway

We commenced with development operations for our scope of work on -480 level and achieved a significant milestone on the 4th October, taking our first development cut after two and half years in country doing consulting and raisedrilling works. Conditions are extremely challenging: we are currently stubbing in access to the Pump Station sing air legs and a rail bogger. The ground support regime consists of spilling bars, mesh, resin bolts, lattice girders and shotcrete.

There is a huge opportunity for growth at ERG , as they are currently in the capital development phase for a sub level cave operation with a production target of 6 million tons per year.



Kazakhstan site offices

OUR PARTNERS



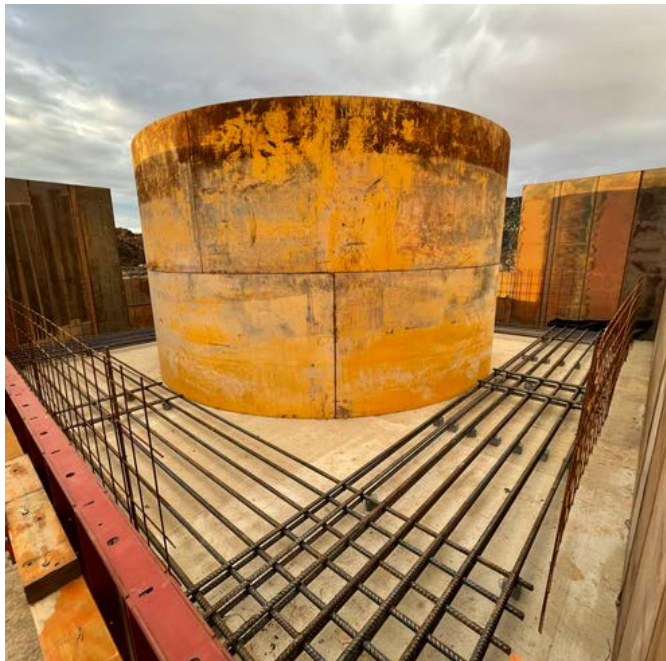
Incycle continues as we left off last time we spoke. We have continued with our BHP works and now have a semi-permanent workforce and equipment at the Kambalda processing area.

At long last after a wait of some 2 1/2 years we have made a start on the Wallaby Underground workshop for Goldfields, this work includes 2 service pits, hydrocarbon storage and washdown area.

We have all but finished the compactable fill roughly 1150m³ plus 3000m² of whitewashing of a total of 11,000m². We have the blinding layer totaling 1000m³ commenced, on completion of the blinding we will commence the final concrete topping around 1200m³.



Wallaby Underground Workshop



Invincible Collar

Tropicana has been a busy site for us, and we have just completed a campaign of rehab shotcrete roughly around 600m³ over several months including shotcrete supply.

Several collars have been completed for Pete and Greg from Raise bore and we have had a few off spins from this work picking up several additional projects on the way.

We have completed many projects for our standard client base, and I would personally like to thank all our crews for their efforts and believing in our company and having 100% focus on safety.

SAFETY CORNER

RUCHECK Audit System

RUC much like any organisation in the world changes and evolves to meet internal requirements such as employee expectations, values and needs and external requirements such as legislative changes, client expectations and market demands. To ensure we meet all these expectations and continuously improve we undertake internal and external health and safety audits on a regular basis.



Audits are important methods to help RUC monitor and evaluate health and safety systems and to ensure safety standards and the legal compliance of our business. The WHS Act imposes specific obligations on businesses to provide a safe place to work, provide safe systems at work and consult with workers about safety. There are also secondary duties to identify hazards, manage risks and implement and monitor control measures. The capacity to carry out these critical duties requires RUC to undertake audits.

Officers under the WHS Act have a positive duty of due diligence to make sure the person conducting a business or undertaking (PCBU) complies with health and safety standards. This means a system must be in place that:

- Collects the appropriate information about hazards
- Identifies the risk of such hazards; and
- Empowers workers and managers to resource, monitor and improve controls to eliminate / minimise health and safety risk in the workplace.

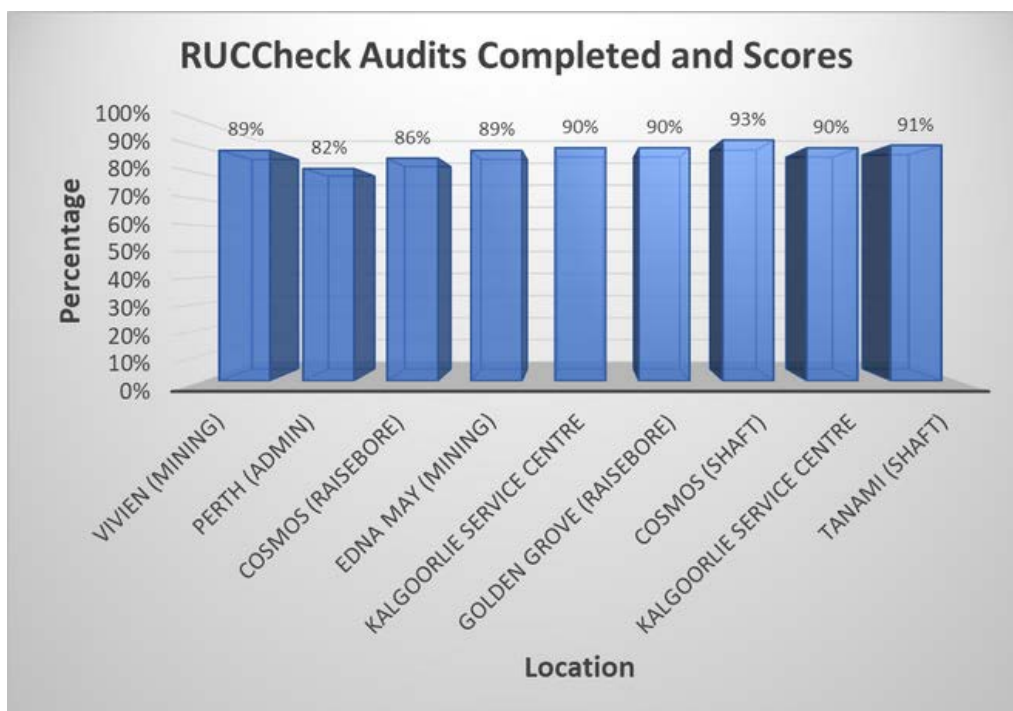
SAFETY CORNER

The RUCCheck audit is one of the new applications in our RUC digital platform and it consists of an integrated web and mobile auditing tool designed to measure the consistency and application of safety and other standards within our organisation. RUCCheck was designed to benchmark our performance against RUC standards and systems, legislative compliance and global best practices. As an audit is performed, compliance is measured against tailored operational and systems questions, observations are recorded, a weighing for compliance assigned and actions raised and allocated with tracking dates until the close of the audit.

The RUCCheck audit has eight categories and each category has a multitude of weighted questions. At present there are over 3700 questions contained in the following categories:

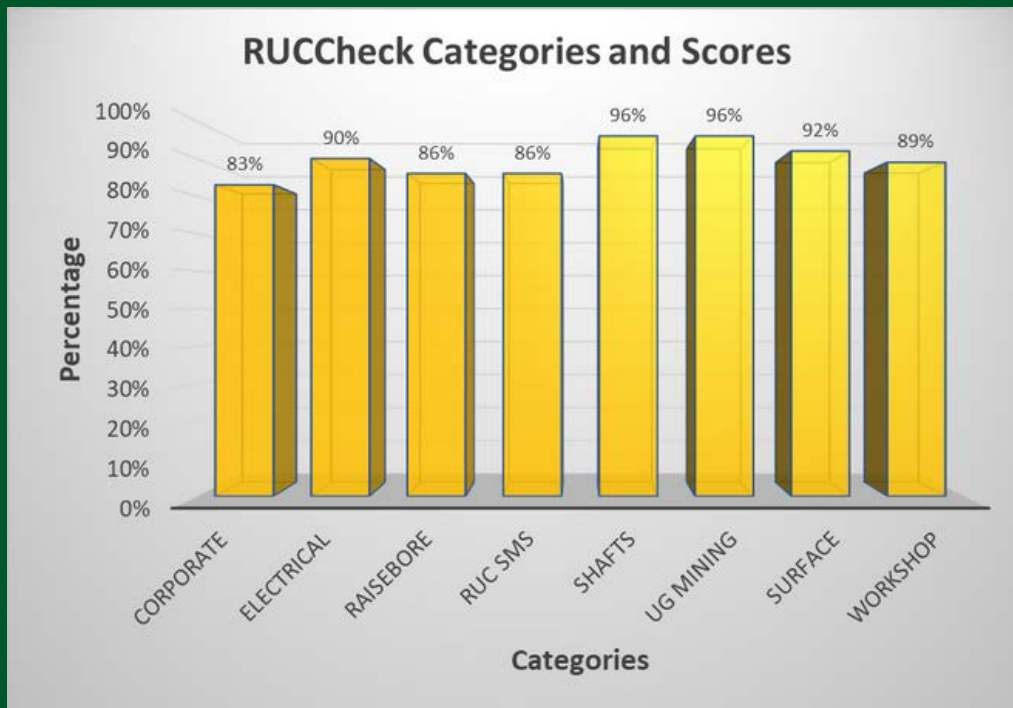
- RUC safety management system (RUC SMS) which contains 27 sections
- Electrical which contains 11 sections
- Underground mining which contains 56 sections
- Surface which contains 26 sections
- Workshop which contains 21 sections
- Raisebore which contains 13 sections
- Shafts which contains 4 sections; and
- Corporate which contains 7 sections.

The first RUCCheck audit was conducted at Vivien in April 2021 and they ended up with an overall audit score of 89% which was very pleasing for their first audit. The first graph below shows where RUCCheck audits have been completed and the scores achieved.



SAFETY CORNER

The second graph shows the different categories and their overall average scores for all the RUCCheck audits completed.



A 12 month RUCCheck audit schedule has been put together and we aim to complete one audit each month in our efforts to continuously improve health and safety here at RUC.

HR

The Human Resources department is going through a transition phase with a strong focus on service delivery. As a new member to the team, I have received a warm welcome from all and thank you to everyone in RUC that has answered the many questions I have been asking.

A top priority for RUC is the rollout of information on Appropriate Workplace Behaviours aligned to the Workplace Health and Safety Act. HR have joined forces with the Training department and rollouts across our projects have commenced with both Vivien and Kalgoorlie taking part in these sessions. Darryl Johnson from Mental Health Journey Australia has been engaged to share his knowledge and experience in this area and provide an interactive presentation. Our focus on workplace behaviours sees the introduction of a formal Appropriate Workplace Behaviours policy in place (PO.19) and a Grievance Resolution procedure (OP.ADM.34) to promote knowledge of how to report incidents and seek a positive resolution. Both policy and procedure are available on MYOSH for review and will be accessible in all meeting rooms across the Group in the coming weeks.

Mental health joins physical health in the zero harm category as we aim to firstly prevent and appropriately manage these conditions whilst always treating people with respect and dignity.

The Recruitment team have been kept busy with a

challenging market and no lack of competition for quality candidates. The introduction of a Recruitment Software Platform, My Recruitment Plus, has enabled added efficiency and professionalism to the current process that allows our Recruiters to spend more time sourcing top quality candidates. Over the next few months our Hiring Managers will receive training in utilising this platform to improve shortlisting and receive up to date information on each candidate's progress. If you have someone in mind that would be a great addition to the RUC family, we encourage you to take advantage of the RUC referral program. Each successful referral has the potential to earn you a payment of up to \$5,000.00.

To find out more, please contact the Recruitment team at Recruitment@ruc.com.au

We welcome this opportunity to remind you of your access to the RUC Employee Assistance Program (EAP) with RUC providing three (3) free sessions per year per person.

The EAP is in place to provide you and your immediate family members access to a free and confidential counselling service. This service can be used to discuss work and non work related issues ensuring complete privacy and confidentiality. To utilise this service, Access Wellbeing Services can be contact 24/7 on 1300 66 77 00



HR

RUC REFER A FRIEND & RECEIVE A CASH BONUS*

Do you know someone who could fill any of these roles?

[Empty box for name and contact details]

EDNA MAY / WESTONIA, WA

[Empty box for name and contact details]

VIVIEN / LEINSTER, WA

[Empty box for name and contact details]

PENNY / WA

[Empty box for name and contact details]

COSTERFIELD / BENDIGO, VIC

Winder Driver

SHAFT SINKING / TANAMI (TE2)

Winder Driver
Shaft Miner

SHAFT SINKING / COSMOS

[Empty box for name and contact details]

RAISE DRILLING / WA

[Empty box for name and contact details]

RAISE DRILLING RENISON / TAS

LV Fitter
HD Fitter

KALGOORLIE SERVICE CENTRE

If you know a friend who is highly capable, please email recruitment@ruc.com.au with their resume and relevant qualifications. Please also include your completed 'Refer a Friend' form.

Terms and conditions apply. RUC reserves the right to refuse any employees for any reason. RUC 'Refer a Friend' Programme offers \$2,500 bonus to the referrer. After the referee passes probation and further \$7,500 to be shared between the referee and the referrer if both are still with RUC after 12 months of employment.

EFFECTIVE AS OF THE: 21/10/2022

RUC.COM.AU

SERVICE AWARDS



Bradley Reed
Incycle



Brian Courtney
RUC



Congratulations & sincere thanks to more dedicated team members



Basil Crawford
RUC

FINANCE

The Finance team has successfully closed out another financial year, survived our 1st year of Pronto and another year end audit.

April to July is a manic time with our annual internal audit, annual FBT return, annual stocktake, preliminary and final external audits, finalising next year's budgets as well as the end of financial year all due over this period. A big Thank You to every member of the team, your contributions and efforts are noted and highly valued.

I have returned from maternity leave, feeling as 'refreshed' as one can be post having a baby. A special thank you to Tina, Sandy, Anna and Anis who covered for me while I was on leave.

I'm excited to see what the new financial year will bring, with new projects on the horizon, including a journey to take Pronto to the next level. We are also exploring systems to process our Indonesian expat payroll.

I'd like to extend a warm welcome to Matt Wood, who is our new Procurement Manager. Matt will be working on some very exciting initiatives in the procurement space and brings with him, fresh ideas and fresh energy.

MOVEMBER



Join us this Movember in raising funds and awareness for all the dads, brothers, sons and mates in our lives. Please donate to support men's health.

You can join in by:

- Growing a mo – best and most original
- Colouring your hair - facial or hair on head
- Exercising
- Or just by donating some money for an excellent cause.

Please send a photo to answers@ruc.com.au

Reach out to your Project Manger or HSE Superintendent for your site's Movember donation link. RUC is sponsoring each site with 3 or more participants.

WHATEVER YOU GROW WILL SAVE A BRO



MOVEMBER.COM



FOLLOW US ON SOCIAL MEDIA

Don't forget to check in and keep up to date on what's happening in our industry.

Please note RUC Mining's Social Media Policy



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[RUC Mining](#)