

COMPANY NEWSLETTER ISSUE 44

RUC MINING POST



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DIRECTOR'S MESSAGE



As you are all aware the sale process of RUC is currently in the due diligence phase with the bidders which is taking up a lot of management time. The timeframe for completion may have slipped a couple of weeks but I am hoping it will be resolved by mid April 2023. I understand there may be a bit of angst but in all reality for the majority of employees it will probably be simply a matter of changing a shirt at some point. But it all depends on who the successful bidder is as some will want to retain the RUC brand and structure.

Since the last newsletter we continue to kick goals within our business.

The Shaft Sinking team are busy with early engineering works for the Appin shafts. At the Tanami shaft sink we continue with the in shaft works however it has been a bit wet up that way with the Tanami track being closed our supply lines of materials is severely restricted, but we are persisting. At Cosmos we have completed the upper section and in the midst of relocating the winding equipment and setting up the mid shaft for the lower leg.

The Mechanised Mining team have executed an extension to the Rosebery contract and negotiating an increase to the scope of work. Edna continues its battles with the water but there is light at the end of the tunnel with the primary pump stations being built by the client. Vivien was demobilised at the end of January and I would like to thank everyone involved in

the project as it was very successful and also pleasing was the large amount of our workforce being able to be redeployed throughout our projects. Penny is cranking out some good metres with 2 jumbos now on site and production looming.

The Raiseboring division is continuing to see lots of interest and in discussion with Anglo Gold for a decent scope in WA, plus some other international opportunities.

Incycle continue to have a good amount of work in front of them and now are talking to wind farm constructors about bases for wind turbines in the Goldfields region.

In Indonesia are continuing with our good performance however a weather event a couple of weeks ago caused some issues and we have been on the clean up crew. Fortunately, there were no injuries on site during this event.

In Kazakhstan, via Turan we are ramping up operations, about to commission the batch plant and now preparing the jumbo to be sent underground via the shaft in pieces in March 2023.

In Mongolia, via GCR the sinking of Shaft 4 and Shaft 3 continuing and at the end of January 2023 they were at a depth of 544m and 413m respectively. Since the last newsletter RUC are in the process of buying Clough's share of GCR which will give us a 60% stake and this sale should be finalised sometime in April 2023.

That's all from me I have to go and answer more questions from the bidders!

PIPELINE

Currently bidding major contracts for the following:

- Catalyst Metals Ltd Boyds Dam Exp Decline - Tender
- Evolution Mining Earnest Henry Raisedrilling - Tender
- OT Mines Mongolia Development and Construction – Tender
- Tarralegh – Development – Tender
- Tropicana – Boxholes contract extension - Tender





VIVIEN GOLD MINE

It is with a heavy heart that I formally announce the completion of the Ramelius – Vivien Underground Mining Contract as of 31st January 2023.

RUC took over this contract from Pybar in October 2019 for a contract period of only 20 months but did in fact remain on site as the sole underground contractor for 40 months. This extra 20 months is testament to the people of RUC who have worked diligently at Vivien over the years and continued to work at Vivien until the end as the mine slowly wound down to completion.

I would personally like to thank all those people who contributed to this successful operation over the 40 months and especially to those that stuck it out till the end – still delivering forecasted ore tonnes till the last day - safely and efficiently.

Most of our RUC family from Vivien have found work at our other contracts, but for those that are parting ways, I wish you all the best!!



NICHOLAS MAGUIRE

Manager Mining & Raiseboring

EDNA MAY

Update

A solid couple of months a Edna May with various external issues hampering the excellent decline performance that kicked off the quarter with record amount of cuts in recent times. Despite these external challenges the quality of work was second to none.

Milestones

Johnex Emulsion was engaged to charge an 8t electronic stope firing in an extremely wet stope with dynamic water present making regular charging impossible. The firing was a success and the resulting CMS showed a very successful outcome for all.

The Primary pump station works slowly continued with the drilling and installation of the steel rising main pipework between the levels.

Looking forwards

Civil works for the pump station will commence in the long awaited pump station with a focus on completion from all driving the works. Continued focus on the Decline development will continue to see excellent performance as it has this quarter.

ROSEBERY

Rosebery is continuing to perform well.

We had a hiccup over the new year period with the Roseberry bush fires destroying our accommodation and taking out the mines power, all now back up and running.

Currently working with MMG on an extension and expansion of scope to take us through the rest of the year.





Penny Portal ventilation prior to Primary install

PENNY

Over the past quarter, the Team at Penny have seen some major changes.

- A couple of RUC personnel were the first to land on the new air strip in a Metro, a big step up from the Conquest & Youanmi air strip
- A secondary dome for the workshop was erected, protecting the fitters from the intense sun
- Substation installed at the 1406 Level freeing up sorely needed power supplies
- Primary & Secondary ventilation circuits established
- Along with the above and a couple of other significant changes at the Penny mining lease, moral has increased immensely.

RUC and Ramelius, unitedly continue to unravel a tricky orebody and changing ground conditions.



Penny Portal ventilation after Primary install



METRO ON THE APRON AT PENNY'S AIR STRIP



Overview of Portal, Fan, & Raise bore pads

**Some things haven't changed,
Penny is still the wettest "Dry
Mine" in the country.**

The team at Penny, last quarter have:

- Completed developing 3 Ore levels
- Installed ~300 Cable Bolts
- Installed ~12,000 Split Sets
- Pinned ~16,000 square metres of mesh
- Achieved 913m development advance
- ~2,500 cubic metres of stripping
- ~23,000 TKm's of Ore Haulage
- ~87,000 TKm's of Waste Haulage



COSTERFIELD

A big thank you to our current employees for consistently achieving goals with very good safety numbers. Still awaiting results of exploration to define our next scope of works.

Update

We are still developing at 50m per month, For next 2-3 months priority is on Y SP 23 Drill Drive. Will be used for drilling of Shepard orebody.

A minor slip in the Augusta Portal was successfully rehabbed over several days.

Milestones

Ray Furness, Shaun Murray and Brad Stewart have all completed five years on the Costerfield Project.



Looking forwards

In March the focus will be on continuing with the Decline to the 588 L.

Further work after June will depend a lot on exploration drilling from the SP 23 DD.

With a lot of Exploration happening in Victoria chances of other contracts are very good.

SOUTH 32 APPIN PROJECT

Engineering design and procurement has continued to progress since Contract Award on September 30th. The team has expanded with the addition of Stephen Hobden (Electrical), Dash Battogoo (Planning), James McKerr, (Mechanical) and Mustafa Javed (Mechanical) to bolster the engineering and planning resources on the project.

The project procurement has commenced with orders placed for the winders, VS8 sinking stage and headframe which are under construction. Other early works for excavation and civils construction is being planned or tendered for.

Several working groups have been established to work with the client on project specific areas of the project. The site specific safety management plans that are required as part of the NSW legislations is one of these and has progressed and is ongoing.

The mobilisation to site with no infrastructure in place will occur in March 2023 and is being planned through our procurement and construction team. The site we access will be a cleared and compacted area with no services ready for mobilisation and setting out in the planned laydown areas. The design of the surface layout is advanced with security in place, incoming services to buildings and infrastructure designed and a surrounding road that provides access to all the areas. All the services required will be buried in the pad for removal when the project is completed.



TANAMI SHAFT

The RUC Mining Crew are happy and well-underway down the Tanami Shaft, working their way underground. The Temporary Hoisting System was successfully commissioned at High-Speed by the team at Insig Technologies (Electrical Subcontractor) with ongoing continuous improvements to the systems and processes.

The RUC Miners completed the CAF removal of the upper 200m blind-sunk portion of the shaft ahead of schedule in mid-October followed by the completion of services installation allowing concrete lining works to commence in early December. The team has faced and overcome many challenges throughout the commencement of shaft works, many unforeseeable. Excessive water ingress continues to create an unexpected and challenging working environment for the crews, however the resilience and persistence of the team continues

to overcome such challenges. The RUC team is currently progressed approximately 350m down the Tanami Shaft.

The stand-out attribute of the Tanami team is the continuous improvement ideas and ingenuity of the crews identifying, developing and creating procedural and equipment improvements, allowing them to work more safely and efficiently. Given the difficulties and challenges for the team to “get in the groove”, the Project has progressed productively and safely currently achieving nearly 300 days-recordable injury free.

The RUC site team’s primary focus moving forward is on further refining the cycles, systems and processes to achieve the tight Project schedule, and to continue preparation for the upcoming underground Plat Construction works due to commence in the coming months.



COSMOS



The RUC Team made good progress and finished the permanent support of the top 630m of the shaft and has also completed the concrete lining of the blasted-out Rock Pillar below the Chip Handling Level towards the end of December. Sovereign Hydroseal made a 2nd attempt at trying to seal the water in the shaft after the water was only moved behind the walls during the 1st attempt. Due to the amount of water which remained in the shaft, it was decided to equip the shaft with 3 Water Rings which proved to halve the water ingress getting airborne in the shaft.

The Mid Shaft Rock Pillar was blasted out during the last week of December and the Cosmos RUC Team will then focus on the temporary support and permanent concrete lining of this section.

Once completed, the RUC Team will do a final Shaft Inspection after which the winders will be removed from surface to be set up underground for the lower 400m of the shaft.

Congratulations to Adam Addy for the winning the 'Above and Beyond' prize for December.



FREEPORT

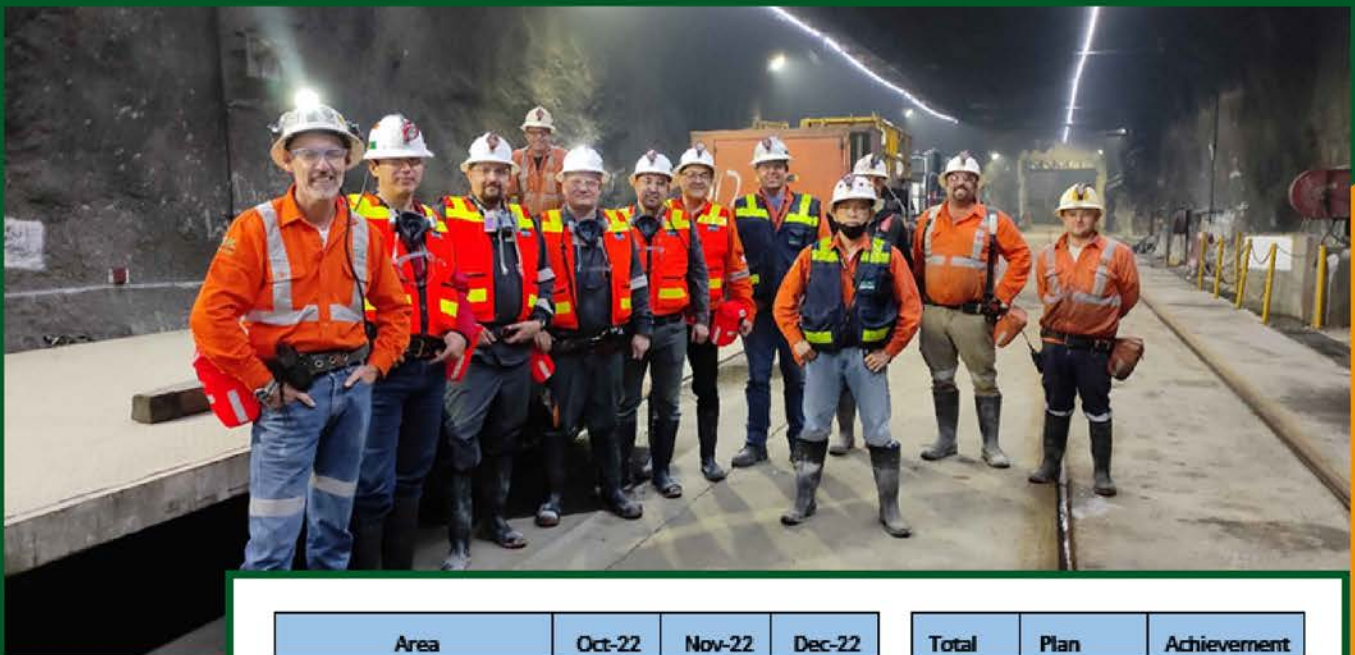
The last few months of 2022 has been steady and to date RUC has had a good start to 2023 albeit with some minor hand injuries which has highlighted the importance of wearing the correct PPE for the task being undertaken.

December was a busy month with the RUC team onsite hosting our clients from the Kazakhstan project for five days on site. They were duly impressed with the size and scale of the material handling (ore flow) system and our site operations made a deep impression on our guests. Our Big Gossan Shaft Maintenance Superintendent, Matthys De Klerk hosted a braai for our guests and they were suitably impressed with his culinary skills and hospitality.

Along with the site visit from the Kazakhstani clients, RUC senior management Greg Miller and Rob Pettit were onsite meeting with PTFI and took part in the annual Freeport Underground Golf tournament, which was held for the first time since the pandemic began.

Operationally, RUC has picked up additional ground support work in the GBC whereby we're now undertaking all shotcrete activities in the panels (Block cave extraction level) along with all shotcreting and cable bolt installation in the new Kuching Liar ('Wild Cat') block cave development. Additionally, the cable bolting scope of work has increased at the DMLZ mine.

As of the end of January, our onsite manning levels had reached 1,270 as a result of the increasing scope of works and are made up off; 21% Papuan, 70% national and 9% expatriate employees.



Production Results Q4:

Area	Oct-22	Nov-22	Dec-22	Total	Plan	Achievement
Big Gossan (t)	240,976	238,570	223,710	703,256	626,235.0	112%
GBC Cable Bolting (m)	65,611	61,325	61,419	188,355	180,000.0	105%
DMLZ Cable Bolting(m)	55,923	55,132	60,634	171,689	165,939.0	103%
GBC Shaft Availability (%)	94.85%	95.50%	94.19%	94.85%	90.00%	105%
GBC Shotcrete Spray (m3)	5,776	5,362	6,338	17,476	15,712.10	111%

MONGOLIA



In Mongolia, works have continued with the GCR 6B team sinking shafts 3 and 4 on the Oyu Tolgoi project.

Last month the project passed the milestone of 12 months of consecutive sinking works on shaft 4 since the project resumed after the tumultuous period during the Covid pandemic.

Shaft 4 is now at -540m, which is 49% of the way to our final destination and making good progress. A number of challenges are laying ahead of us, however nothing the team cannot overcome with the solid experience of the GCR team.

Shaft 3 follows closely behind and was commissioned in March last year. No time was wasted and shaft 3 has been in full sinking mode ever since. Although it's 1m smaller in diameter and the shaft is now -420m down, there are still challenges to overcome as the sinking progresses.



During the past few months both shafts successfully completed the kibble winders speed up from 5m/s to 10m/s. This will improve production cycles and have a positive impact on production. There is a healthy competitive spirit between the two shafts where both teams are striving to consistently achieve the “perfect” cycle and learn from each other. After all teamwork is the key to success.

Both shafts manage sub-40-hour cycles from blast to blast while doing 3m rounds. Meanwhile our concrete cycles have been reduced from 9m to 6m lifts. This remains our most challenging activity due to mostly concrete supply constraints and come in at circa 50 hours per lining cycle.

It goes without saying that while it is a pleasant 25 degrees in the shafts, January is our coldest month of the year and outside temperatures in Ulaanbaatar dropped to -40 which is a unique experience and most people choose to maximize their time indoors, for obvious reasons.

Our 6B team now has approximately 550 people doing double shifts on both shafts and our aim now is to continue to the breakthrough to the underground development of the mine, deliver the required fresh air the mine requires for the development to proceed, and making sure everyone go home safely at the end of every shift.

OUR PARTNERS



Before

Happy New Year to all.

Since we last reported in, we have completed several projects throughout WA with successful off spins for future works . Our shotcrete division has been busy with rehab spraying and vent wall construction as well as completing 3 shaft lining projects.



The civil concrete guys have roughly 6 weeks to the completion of the underground workshop for Goldfields Wallaby workshop as part of this work we have also completed additional works for Goldfield’s project team underground , mill area and the crusher we believe this Ad hoc work will continue after the main underground workshop has been completed .

Our second civil concrete crew has completed and is still heavily involved with BHP Kambalda with the Transformer tilt panel compound coming online around March plus we are in the negotiation stage with a large expansion project for BHP at Mt Keith. We have had a lot of interest in our service in Tasmania and we are currently tendering for work at Renison. We hope to mobilize a crew to Tassie in the next few months.

Thank you again to all our people for taking pride in their works place, access the risk and making the changes.



STEVE COOKE
General Manager - Incycle



After



FINANCE

A happy belated New year to you all. The start to 2023 has certainly been a busy one. You would have to be hiding underneath a rock not to be aware that RUC is up for sale.

You will have seen the communications from our Greg Miller, our Managing Director on this process. While it certainly is business as usual for RUC, there is a lot of data collation work involved.

Our directors, Commercial Manager, Operations, Finance Team, HR/ Payroll and Maintenance have had to prepare plenty of additional information and answer hundreds of questions in relation to this. A big shout out to everyone involved.

GCR Mongolia has been live on Pronto from 1st January. Thank you to our wonderful Pronto administrator Daisy Peredo who did the lion's share of the work as well as Tonga, Anna and Kezia who have been training the local teams.

There are some exciting initiatives happening in the procurement space. In a couple of weeks, Matt Wood and Lindsay Lloyd will be kicking off our new Corporate Travel platform, which will streamline RUC's travel bookings and enable us to take advantage of considerable cost savings.

Understandably, many of you may have experienced anxiety over the unknown factor in RUC's future. While this situation is out of our control, what we can do is show up and do our best at the things within our control. Let's stay safe and stay positive.

TRACEY CHAN
Financial Controller



SAFETY CORNER

WHAT DOES REASONABLY PRACTICABLE MEAN?

The Work Health Safety (WHS) legislation has now been in operation for a while and when you read through the legislation you come across the term 'reasonably practicable'. In actual fact you hear the term a lot when people are talking about safety or health, but what does it actually mean? In the WHS legislation it states that a 'person conducting a business or undertaking' (PCBU) must do what is 'reasonably practicable' to keep workers and other people at the workplace healthy and safe. The PCBU must eliminate risks to health and safety so far as is reasonably practicable. If it is not reasonably practicable to eliminate a risk, it must be minimised.

When you read through Australian Government websites they say that 'reasonably practicable' is an objective test. Sounds like something a Lawyer would say, right? What it means for people like you and me is, 'reasonably practicable' is determined objectively. This means that someone, (usually the employer... or as the Lawyers say, the duty holder) must meet the standard of behaviour expected of a reasonable person in the duty-holder's position and who is required to comply with the same duty. But let's face it. What is reasonable to one person might be unreasonable to another.

As a safety professional I usually say that 'reasonably practicable' means that the degree of risk in a particular situation is balanced against the time, the effort, the cost and the physical difficulty of taking measures to avoid the risk. When we say risk however, we need to remember that there is a difference between hazard and risk. A hazard is any situation or thing that could harm a person and hazards can be identified by talking to employees, inspecting workplaces or reviewing previous incidents. Risk is the likelihood that harm, i.e. death, injury or illness will happen. So while the word 'practicable' implies something that is feasible, the term 'reasonably practicable' limits the precautions to be taken to those things that are not only possible, but also those that are suitable or rational given a particular situation. This is why we find Lawyers arguing in courts what is 'reasonably practicable' and why the legislators say it should be done on a case by case basis.

DAVID SMITH

Associate Director – People,
Risk and the Environment



In order for RUC to ensure we meet our obligations under the WHS regulations we use a risk management approach when managing risks. As most of you would know the risk management process is as follows:

1. Identify hazards.
2. Assess the risk
 - how likely could someone be injured?
 - how serious could the injury be?
3. Identify and implement control measures to eliminate or control the risk.
4. Review the control measures to make sure they work.

Where reasonably practicable, hazards and risks must be eliminated. If it is not practicable to eliminate risks to health and safety, they must be minimised by using one or more control measures. RUC must use one or more of the following to minimise the risk so far as is reasonably practicable:

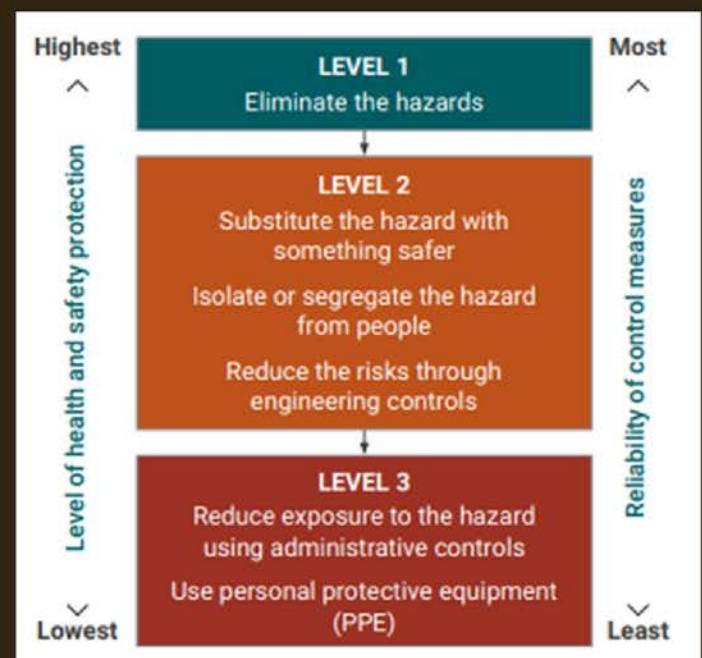
1. Substitute the hazard with something safer such as swapping a dangerous chemical for a safer one.
2. Isolate the person from the hazard such as using barriers.
3. Use engineering controls, or physical control measures such as machine guards.

If a risk still remains, administrative controls such as training, checklists and standard operating procedures must be used to minimise risk. To control any remaining risk, the PCBU must give employees personal protective equipment such as goggles or safety boots and teach employees how to use them safely.

A PCBU must consult with employees who could be impacted by work health and safety. Talking to employees helps RUC identify hazards and consider ways to minimise risk. RUC also consult with our health and safety representatives and our health and safety committees.

So how does this all relate to what is 'reasonably practicable'? In safety the first question we always ask ourselves is, is it possible to eliminate the hazard? If the hazard can't be eliminated, we then start by using the highest level of control measure possible to minimise risk. The higher the risk, the more RUC try do to eliminate or minimise it.

The hierarchy of control identifies the various types of control measures that RUC use and can be seen in the following diagram.



The Hierarchy of Control

This all brings us back to the question of, what is reasonable? At RUC and indeed in the WHS legislation, the greater the risk, the more the PCBU must do to eliminate or minimise it. The PCBU must consider:

1. Would a reasonable person in the same situation make the same choice?
2. How much does each control measure reduce the risk of injury?
3. Is it better to use more than one control?
4. How much can RUC change the activity?
5. Is there more RUC (or someone else) can do to reduce the risk?

Cost becomes a consideration only if and when it is considered to be grossly disproportionate to the risk.

As with all risk controls, RUC regularly review our control measures and consider the following:

1. Does the control measure still control the risk?
2. Have the risks at RUC changed?
3. Are there any new hazards?
4. Have RUC consulted with employees to find out if they think the controls are working?
5. Has a health and safety representative been asked for a review?
6. Is there a new or better way to reduce the risk?

HR UPDATE

In November the HR division undertook an internal restructure that has seen Recruitment, Immigration and Employee Relations Services defined to provide transparent service delivery options for all of our employees.

A review of the current structure within the HR Department resulted in a few amendments. Joining RUC on a fulltime permanent basis was Melanie Greenfield. Mel joined the team in mid 2022 on an interim basis whilst Emma Lenane is on leave. With a strong background in recruitment within the resources sector in addition to HR qualifications with a focus on leadership, Mel takes on the role of Resourcing Coordinator and is responsible for implementing systems that improve efficiency and are “people” focussed. Working closely alongside Mel in the recruitment division is Johann Herbst in the role of Senior Recruitment Advisor, Ibrahim Bamidele in the role of Recruitment Advisor and Hiten Mistry in the role of International Migration Specialist.

Johann has been the heart and soul of the HR department within RUC for over 7 years and there isn't much that he doesn't know about our organisation and has likely dealt with every one of you at some stage, providing guidance and resolving queries. As the business grows, Johann moves from a generalist position to a dedicated Senior Recruitment Advisor role where he will be instrumental in bringing quality talent into the RUC group. We are fortunate to have Johann's multi skilled ability within our team and will no doubt be picking his brain for some time to come to learn all there is to know about the RUC Group.

Ibrahim has now been with RUC for just over 8 months with a focus on recruitment within the Mechanised Mining division. The restructure will see Ibrahim's responsibility areas expand into other departments where he can continue to provide a high level service and put his Bachelor of Business to good use.

Johann and Ibrahim will take on responsibility for start to end recruitment ensuring a consistent process and ability to build professional relationships with the new starters, ensuring the onboarding experience is a positive one.

Erica Smithers has transitioned to the second arm of the HR department, Employee Relations. Erica steps in the role of Employee Relations Support Officer and whilst moving away from supporting the recruitment function, will now provide greater support to our current employees in relation to facilitating employment transfers, resolving employee queries, performance management initiatives, conducting employee engagement surveys, leading recognition programs and working closely with myself on industrial relation matters.

The change has proved positive and appreciation is given to all those that have been patient in the process.

Our Recruitment division plays an integral role in the sourcing, onboarding and mobilisation of our new RUC team members. A Recruiter is often the first person our candidates deal with and that first impression is extremely important. A project is underway to review, develop and provide continuous improvement to our recruitment processes, employee value proposition and systems in place. This project includes greater use of our recruitment software, My Recruitment Plus (MR+). Progressively our Hiring Managers are being trained and granted access to MR+ to allow for seamless recruitment requests, candidate shortlisting and updates on a candidates progress. MR+ moves the process to a paperless system that presents our candidates with a professional onboarding pack that can all be viewed and completed online. The ability to utilise MYR+ to talent pool and have quality candidates information at our fingertips, can improve recruitment times to have our newstarters ready to onboard when a vacancy occurs.

As a global Company, immigration is a key strategy within our Recruitment division. Hiten Mistry is our International Migration Specialist who has had a major achievement over the past few months that improves RUC's ability to recruit internationally. In November we became official partners for the City of Kalgoorlie Boulder DAMA agreement. This partnership provides the ability to fast track experienced personnel into the Kalgoorlie Boulder region in the event that local personnel cannot be sourced. The DAMA agreement also provides for the ability to expand the skilled occupation list and recruit overseas personnel with a wider range of skillsets. Whilst the visa processing times for any visa can be long and out of our control for the most part, in the last period we have welcomed three newstarters from overseas locations and transferred a team member from our Mongolian operations.

The injection of experienced personnel with diverse experience and thinking only increases the capability within our workforce and compliments our local teams that are in place.

In January the Vivien project finally drew to a close and finalisation of redeployments for our RUC team members took place. The Vivien team did an extraordinary job right to the end and opportunities were available to the vast majority of those that wanted to continue their careers within RUC. As a global contractor with multiple specialised divisions, we are pleased that a high volume of personnel were able to be redeployed and have now settled into their new projects and in some instances, have undertaken a career change. This redeployment included three mechanised miners exploring their interests in the Shafts division and an international transfer with an employee joining the Kazakhstan team. The unique ability to transfer globally, inter project and inter division remains a key attraction and retention piece for RUC and we look to expand on this in the future.

A review of standards resulted in the updating of the Parental Leave Standard and Leave Standard that are available for all employees to view. The provision of paid parental leave is a benefit for our RUC employees and the Leave Standard has recently undertaken another review and update due to the recent Fairwork decision to provide employees with paid family and domestic violence leave.

To request a copy of any standard these can be currently accessed on MY OHS or alternatively via your Manager or HR at HR@ruc.com.au

NICOLE MANN
Human Resources Manager

Introducing new team members

Join us in making everyone feel welcome

WELCOME
to the Team

NAME	POSITION	DEPARTMENT	NAME	POSITION	DEPARTMENT
Aaron Harun	Materials Logistic Officer	Shafts	Mathew Kingston	Leading Hand / Service Crew - Rosebery	Mining
Adam Phramunee	Materials Logistic Officer	Shafts	Melanie Greenfield	Resourcing Co-ordinator	Human Resources
Alexander Keiller	Shaft Miner	Shafts	Melinda Evans	Maintenance Clerk	Maintenance
Andrew Johnston	Bogger Operator	Mining	Michael Stibora	Trade Assistant	Maintenance
Bernard Carr	Jumbo Operator	Mining	Michael Supple	Jumbo Operator	Mining
Blake Collier	Probationary Offsider	Raise Drill	Mitchell Larkin	Probationary Offsider	Raise Drill
Blake Hilleard	Charge Up	Mining	Murray Furness	Jumbo Operator	Mining
Cullen Petersen	Utility Operator	Mining	Mustafa Javed	Mechanical Engineer	Shafts
Daniel Trow	Apprentice third year	Maintenance	Nathan Richards	Mechanical Fitter	Shafts
Dashdulam Battogoo	Scheduler/Planner	Shafts	Noeline Pomare	Stores Person	Stores & Procurement
Deborah Arbon	Cleaner / All Rounder	Shafts	Paul Mager	Shaft Miner - Level 1	Shafts
Deon David Van Eeden	Level 2 Driller	Raise Drill	Ratahi Matiu	Braceman - Level 2	Shafts
Gideon Van Eeden	Raisebore Operator	Raise Drill	Robert Owen	Fitter	Shafts
Hazel Payne	Winder Driver - Level 1	Shafts	Sanjin Mecevic	Commercial Manager	Admin, Finance & Accounts
Ian Hill	HSE Superintendent	Shafts	Sean Nunan	Construction Manager	Shafts
Jason Hewitt	Trades Assistant	Maintenance	Seth Behrends	Truck Driver	Mining
John Pianta	HSE Manager	Shafts	Stephen Hobden	Electrical Specialist/Superintendent	Shafts
Jonathan Yu	Probationary Offsider	Raise Drill	Stuart Ainscough	Probationary Offsider	Raise Drill
Joshua Hawkins	Jumbo Operator	Mining	Sylvia Vaish	Accounts & Junior Payroll Officer	Admin, Finance & Accounts
Justin Colfer	Mechanical Fitter	Shafts	Tawanda Munodawafa	Auto Electrician	Maintenance
Kerr Ian	Probationary Offsider	Raise Drill	Timothy Smallman	Utility Operator	Mining
Lance Simonson	Shaft Miner	Shafts	Todd Lee	Materials Logistic Officer	Shafts
Larry Dally	Winder Driver	Shafts	Tye Castle	Lead Miner	Shafts
Leander van Jaarsveld	Probationary Offsider	Raise Drill	Yvonne Chima	Procurement Officer	Stores & Procurement
Lindsay Lloyd	Category Specialist	Stores & Procurement			
Marc-Gene Mazzone	HSE Manager	Shafts			

SERVICE AWARDS

Congratulations!

Congratulations & sincere thanks to more dedicated team members

Bradley Stewart



Joshua Hamilton



Scott Batt



Ray Furness



Gavin Jones



Gary Morrison



Benjamin Johnston



Wayne Healey



OUR PEOPLE: HAZEL PAYNE

Name:	Hazel Payne
Job role:	Winder Driver
Where are you based?	Tanami Expansion Project 2 - DBS
Years in industry?	5 years



What do you like the most about working for RUC?	The positive working culture, there is an amazing work ethic, with an environment that fosters diversity and inclusion, prioritising everyone's safety & wellbeing.
What do you think are the most important qualities for someone to excel in, in this role?	Attention to detail, strong interpersonal skills with the ability to work in fast paced environments in which effective and positive communication skills are integral.
What is your view on Safety?	Safety is an essential resource for everyday life, both at work and at home.
If you could invite 3 celebrities to dinner, who would they be and why?	Gough Whitlam, Archie Roach and Tim Minchin. So we could have a laugh, have a jam and also engage in some thought provoking conversations.
What criteria do you use for evaluating success?	I define success in different ways... I define success as meeting a combination of company and personal goals and helping my team and family do the same.
Which of your skills, technical or otherwise, have helped you most on the job?	My unique skills set, knowledge and experience on several winders combined with critical thinking and strong communication skills has allowed me to assimilate into any workplace environment to immediately start meeting the needs of the organisation.
You're a new addition to the crayon box. What colour would you be and why?	The colour green, as I find it to have calming attributes and also represent new beginnings and growth.
Favourite travel destination & why?	K'gari (Fraser Island) as I travel here to spend time with my family when we are all able to take the time away from our busy work schedules and lives.
What book or movie have you recently read/seen and why would you recommend it?	Tv series – Upright. I would recommend this show as it is an Australian production based in the outback following a pair of misfits on a road trip across Australia with a battered upright piano.
What fictional place would you like to visit?	Pandora (from the movie Avatar).
What's something you are planning on doing in the next year that you have never done before?	Skydiving.
Favourite Sport/hobby?	Camping, gardening and travelling.

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MOVEMBER®



We are proud to introduce RUC team members Liam, Diana and Tony, who made the commitment to grow a Mo, colour their hair and sell products throughout Movember to raise funds and awareness for men's health.

Movember is tackling the biggest health issues faced by men – prostate cancer, testicular cancer, mental health and suicide prevention.

An amazing effort team!



2022 Goldfields Sports Star of the Year and Hall of Fame Awards

We'd like to congratulate all the winners, finalists, and the Hall of Fame inductees of last year's Goldfields Sports Star of the Year event.

RUC is proud to have been involved in these awards almost since their inception in 2005 as the event recognises and celebrates sporting achievements throughout the Kalgoorlie-Boulder, Coolgardie & Kambalda region.

