

COMPANY NEWSLETTER ISSUE 45

RUC MINING POST



CONTENTS

03 Director's Message

05 Site Updates

11 International Operations

14 Our Partners

16 Finance

17 Safety Corner

20 HR

28 General

DIRECTOR'S MESSAGE



The sale process as of 3 June 2023 has now concluded. Murray and Roberts were not successful in retaining RUC. This now means the Clough Sureties (being Liberty, Vero, and Swiss Re) control RUC's shares through their control of Murray and Roberts Australia Pty Ltd. The Sureties want to support the business going forward and it is expected there may be some minor changes at the Head Office with respect to Corporate Governance and at a Project Level I do not foresee any changes of how we operate. Over the next couple of months we will work with the Sureties and their advisors McGrathNicol for the best outcomes for RUC and our successful business.

Since the last newsletter there has been a fair bit happening.

The Shaft Sinking team started mobilization and site works for the Appin shafts. At the Tanami shaft sink we have made it down to the chip handling plat. At Cosmos we have commenced with the strip and line section of the bottom of the shaft.

The Mechanised Mining team have increased the scope of work with the addition of another Jumbo at Rosebery. We were awarded a development contract at Renison. Edna continues its battles with the water due to a failure of a diamond drill hole plug and currently efforts are being made to increase the pumping capacity. Penny is continuing to crank out some good metres, production and CRF also started during the quarter .

The Raiseboring division is continuing to see lots of interest, reaming at Bellevue commenced with the relief our cutters lasted longer then 20m. Renison raiseboring is back in action and should be reaming by end of June.

Incycle continue to have a good amount of work in front of them and have been involved in the site establishment at Appin.

In Indonesia RUC are continuing with our good performance and now planning for potentially some increase in scope with a number of slicklines to be installed and concrete roadways.

In Kazakhstan, via Turan we completed the ground support trials and continue with the current scope of works. There is a potential increase in scope which should be know around July 2023. On a recent visit to site I was pleased with our work areas and remembered what a rail mine looks like. Also was nearly convinced to order the horse heart off the menu for dinner!

In Mongolia, via GCR the sinking of Shaft 4 and Shaft 3 continuing and at 26 June 2023 they were at a depth of 739m and 626m respectively.

Finally we are moving into new HQ offices the first week of July how exciting. I would like to thank Jodie McNair for managing the fitout and move, she has done an amazing job. Our new office is Building 2, 176 Burswood Road, Burswood.

PIPELINE

Currently bidding major contracts for the following:

- Catalyst Metals Ltd Boyds Dam Exp Decline - Tender
- Sunrise Dam Raise Drilling – Tender
- Savage River – Mining - Tender
- Cosmos – Raise drilling and pre sinking - Tender
- Appin South 32- shaft equipping and infrastructure installation – Tender

EDNA MAY

Update

With the constant dewatering challenge at an average rate of 4,624,634 million litres per day, the site has still been able to deliver 59000+ tonnes of high-grade ore, along with 5000+ tonnes of low grade ore to the crusher.

A focus has been placed on the development of the vent rises to align with the new regulations. The site has been able to push through the vent rise and relocate vent fans to achieve regulatory compliance.

Engaging the services of Johnex and the introduction of emulsion for stope firings, we have been able to increase the size of our Stope blasts which in turn has resulted in an increase to our overall bogged stope tonnes.

Milestones

Concrete pads completed in the 915 Pump Chambers, mono pumps moved into place. Client has engaged a contractor to start the installation of the pipe works with an initial scheduled completion date on 31st June. However, this date has already slipped due to steel pipe availability.

Installation of second Tele remote hut for ease of access to the bottom levels for operators.
Installation of 110kw Tsurumi pump to assist in the flow of up to 70.2litres a sec, resulting in the pumping of 6,065,280 million litres in a day, with a gross volume of 536,457,600 million litres moved for the 4 months to date (23/06/2023).

Implementation of client Principal Mining Hazards to align with new Work Health and Safety (Mines) Regulations. These in turn align with our own Critical Risk Management Standards.



BRUTUS the big blue pump

Looking forward

Completion of 915 Pump Station by end of July.

Installation of our own Emulsion charge unit and Storage area underground.

Installation of extra mono pumps into the temporary pumping system to increase water extraction.



PENNY

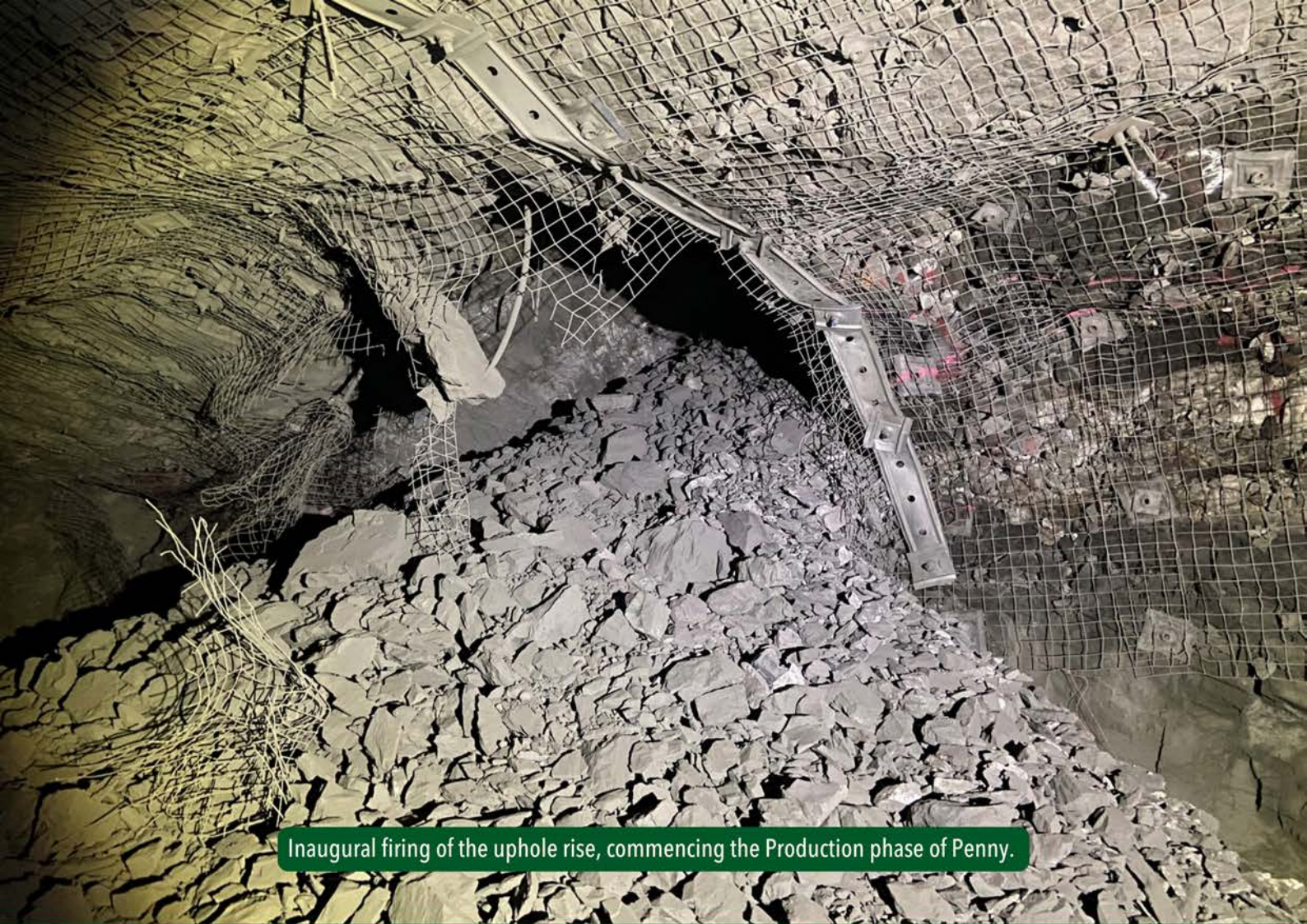
RUC & Ramelius continue to forge a solid team spirit at Penny, and in the last quarter have:

- Commenced Production
- Cemented Rock Filled 2 panels.
- Implemented Diamond Drilling, who have proven up another potential ore body.
- Engaged 2 haulage companies running Quad Trailers to move the abundance of ore generated on the ROM to Mt Magnet.
- Finished the 2nd Jumbo Contract, retaining the majority of that workforce.

Images have been supplied by our Alt UG Manager Matt, who has a healthy passion for photographic artistry



Inspecting the Penny Gold Mine Ore Body.



Inaugural firing of the uphole rise, commencing the Production phase of Penny.



Mine Superintendent Prim & Underground Manager Paul signing the inaugural Stope charge plan.



Geologist Dewi and Jumbo Operator Ricky discussing direction at the 1324 SOD



TASMANIA

Rosebery

In April 2023 the RUC crew at Roseberry achieved the milestone of 2yrs LTI Free. RUC Have not only been awarded with an extension on the current LOM Rehab Contract but have also been awarded and additional Remnant Mining contract for MMG. This has seen an additional Jumbo, Loader and 10 personnel added to the team.

Renison Development

In addition to the Raise drilling at Renison RUC have just been awarded a 12-month Development contract.

UJ08 was mobilised in June and the team have been getting it ready to start at the beginning of July.

Renison Raise Drilling:

Congratulations to the RUC raisebore crews at Renison and everyone at Bluestone on this awesome pilot hole breakthrough for the 1665 raise...spot on target people!!!

This pilot hole broke through on the 12th of June and was 384m long with an average penetration rate of approximately 9m/day. This hole will be reamed to 5m in diameter and will form the second leg of the Renison fresh air supply to the Area 5 and Leatherwood orebodies, greatly improving working conditions and setting up the mine for the future.

Again, well done to all involved at RUC and Bluestone!!!



SOUTH 32 APPIN

On April 3 RUC mobilized to site commencing with the establishment of site offices. Since then, half-dome workshops for electrical, mechanical and stores have been established along with concrete pads and commencement of electrical fit outs and trenching.

VR8 Headframe module and stage pads have been completed by Incycle along with steel work for the first couple of modules and stage.

VR8 collar excavation and first concrete pour has been completed with collar form work and scaffolding currently being undertaken in preparation for the next mass concrete pour.

VR7 collar excavations commenced on June 13 which is expected to be complete by the end of June to be handed over to Incycle for collar construction.

Pre-sinking of VR8 is expected to commence mid to late August with Jason Craig (Shaft Superintendent) busy recruiting and mobilizing equipment and stores to site.

The onsite team has expanded with the bulk of RUC's construction team onsite led by Sean Nunan and Matt Middlesbrook. Sonia Wettengel holds the team together in the role of Project Administrator. Peter James has transferred into the role of Project Manager and Nigel Bennett taking up the site position of Project Manager / Engineering Manager.

Warm welcome to site for Jim Rhodes, Darren Skullthorpe, Mick Redmond, Karl Stoker, Walter Attard, Craig Lavette, Khash-Ochir Sod-Ochir, Lalith Premathna, Mustafa Javed, Travis Tyrell, Jessica Storrier, Jennifer Butler. Apologies to anyone missed.

Civil works are being led by Liam Murphy and Incycle team who are supported by the local contractor BH Civil. Nepean Engineering/fabrication are the steel fabricators and erectors who in the coming weeks will commence headframe module and stage erection onsite. Stephen Hobden's team is being supported by ARA Electrical.

The team in the Perth office continue to do an outstanding job supporting the onsite project team and steering the project in the right direction.



VS7 Collar Excavation



VS8 Collar Construction



Site overview

TANAMI SHAFT

The RUC Mining crew are continuing the excellent progress with the shaft lining activities having a major milestone reached with the lining progressed down to the “Chip Handling” completing the upper leg of the shaft lining. This progress has not been without its challenges that has driven the collaborative effort from all involved driving continuous improvement mindset of the work cycles. The installation of water rings in the shaft over the last few months has had a reported decrease of the total airborne water in the shaft to improve working conditions of all involved.

The milestone of completing the lining of the upper leg of the shaft has temporarily transitioned the team into a co-ordinated workforce with the underground plant construction portion of the project. This integration will see the shaft crews assisting with the mid shaft infrastructure contractor in wherever possible to secure the area to enable continuation of the lining works.

COSMOS SHAFT

RUC has progressed the shaft depth to 904m. This means the raise boring has been completed, the UG winding system has been installed and commissioned and the strip and lining development advanced to this depth. The contract has been updated, and as the sinking approaches shaft bottom the equipping is now moving into focus.

The shaft work requires close work with the underground mining contractor with fixed blasting times and off-shaft excavation work that accesses the shaft bottom at different levels for the future functions of the shaft.

The shaft plug covering the 2.4m diameter pilot hole is undergoing design review now that the excavator is not being used to clean the floor. The intent of the design change is to overcome the frictional load of removing the unit from the pilot hole for blasting that is causing delays and lack of predictable cycle times.

The period saw the resignation of Riaan Van Jaarsveld who has been the Project Manager since the start of the project in 2021 and been instrumental in the set-up and progression of the project. We wish Riaan all the best in his future endeavours.

FREEPORT

Q1 2023 was a mixed period for PTRUCCI at Freeport, with mining targets exceeded across all work fronts, but a poor safety record which saw one (1) x MT and seven (5) x FA injuries recorded. As a result, safety drive was launched focusing on eliminating any complacency in the workforce after the holiday period and to hold our supervisors accountable for the safety of their crews. This continued safety drive which has been driven from the top down, has seen a most favorable turnaround in results, with incident and injury rates showing a significant decline in Q2.



All UG work areas exceeded targets over the course of the quarter. GBC Cablebolting requirements have since reduced, which has seen several rigs and associated manning transferred to the DMLZ as this area of the UG ramps-up works. Kucing Liar development is also on the increase, with a greater focus in this area now evident from the Client. RUC will continue to follow Freeport's direction and manage machines and manning in the priority areas as these priorities continue to change.

As at the time of writing, our onsite manning levels have reached 1,277 and is made up of; 7% Papuan 7 Tribes, 15% Papuan Others, 69% National Non-Papuans and 9% expatriate employees. Manning is expected to remain steady over the following months, with only minor internal transfers planned as machine allocations are moved to support the needs in the different UG areas.



Although early days, recent discussions with the Client may see a potential increase in RUC scope, to include the installation of a number off 260m slick lines from the GBC batch plant to AB terminal, to support Kucing Liar shotcrete requirements, as well as the construction of large pre-cast concrete slabs for the KL panel roadways. RUC will continue to liaise with the Client on these projects and hope to be involved in some capacity to assist in the further development of the UG mine.

RUC management would like to thank all our employees for their contribution to make this a successful quarter and request that all our employees remain vigilant and focused in improving our safety performance on a day-by-day basis.

Production Results Q1 2023

Area	Jan-23	Feb-23	Mar-23	Total	Plan	Achievement
Big Gossan (t)	207,716	150,035	268,644	574,752	626,395	109.0%
GBC Cable Bolting (m)	53,180	53,425	55,892	144,000	162,497	112.8%
DMLZ Cable Bolting (m)	66,489	60,501	60,409	179,609	187,399	104.3%
GBC Shaft Availability (%)	95.0%	94.5%	95.6%	90.0%	95.0%	105.6%
GBC Shotcrete Spray (m ³)	7,094	6,030	7,986	20,903	21,110	101.0%

MONGOLIA

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

Both shafts are at now sinking at full speed and have achieved several consecutive months with a solid safety record, including winning contractor of the month for April 2023.



Contractor of the month award

At the same time the teams are now consistently achieving their monthly targets of 44m at Shaft 4 and 48m at Shaft 3. Shaft 4 is now at -740m, with a target depth of 1175m and Shaft 3 follows closely behind. Shaft 3 is now at -626m with a target depth of 1130m.

The main focus for our team now is to avoid complacency. One of the means to achieve this is by developing initiatives to continuously improve the way we work, or the way our equipment is operated to improve safety, productivity and/or availability of equipment. Examples of recent initiatives that have won Safety Awards include redesign and fabrication of new muck buckets, and the elimination of steps in the buckets to reduce the possibility of falling objects, and utilization of VR technology for inductions and training so people better understand the risks when operating underground.

Another example of continuous improvement is the implementation of ONKEY Plus, provided by PRAGMA. ONKEY is an asset management system for scheduling planned & unplanned maintenance, servicing and control of spare parts for critical equipment. ONKEY provides transparency of the servicing and maintenance tasks to all the key roles within the organization from labor in the field all the way through to the client.

Some of the key features of ONKEY that have been implemented for Shaft 3&4 as follows:

- Completion of paperless maintenance work orders in the field via App on mobile devices.
- Consumption of parts and consumables via Minimum/Maximum levels for critical equipment.
- Automated daily update of stock levels from SYNC System to ONKEY System.
- Customized user profiles for simplified tracking of Legal, Statutory & Critical NDT requirements.

MAD – Safety Improvement Alert

Worley

Division: GCR Mongolia Shaft Sinking **Hierarchy of Control:** Engineering
Location: Shaft 3 & 4
Date: 2023.05.08 **Critical Control:** Falling objects
Improvement: Closing of Muck Bucket Steps

Issue:
The original design of the muck buckets had open steps. This created a Risk of blasting "Muck"(Rocks) getting stuck and causing falling object to shaft when doing mucking operations.

Solution:
Closing / Welding all openings / steps will:

- Eliminate the risk of rocks getting stuck on muck bucket and creating possibility of falling object down the shaft causing multiple injuries or Fatality.
- Remove time delay's when stopping at Galloway to do visual checks for stuck rock in open steps.
- Faster and safer mucking in return better production

Before:

After:

Initiated by : Andries Van Der Walt, Alex Jordaan
Executed by : Mechanical team
Sap 9364663 Namsrai Tsend Welder
Sap 9342163 Lkhagvassuren Budee Fire warden
Sap 9368685 Batjargal Gombobaatar Welder
Sap 9343758 Enkhbaatar Byambadorj Fire warden

01-04-2023-0002-0-MAD-Alert Template v2.0

Safety improvement alert

KAZAKHSTAN

Overall a good quarter both in terms of safety and production. Positive improvements has been made over the last quarter and production rates are steadily increasing. We have managed to secure another contract at ERG for the production drive development on -480 level, which is in the same area as our current workings.

Greg Miller visited Kazakhstan in June for the board of directors meeting and had an opportunity to visit our site near Khromtau in South Western Kazakhstan. Greg visited SCHDNK 2 where we are busy with lateral development works on -480 level, followed by a visit to the older SCHDNK 1 mine where we are conducting ground support trials for the client.



Greg Miller, RUC Managing director at SCHDNK 1

Works at SCHDNK 2 is scheduled to ramp up in July when we will start the Oreflow scope on -560 level, as well as the production development on -480. The works on -560 level will initially focus on the development of the temporary oreflow system and on completion of this works we will start with the access development to the main crusher chamber.

The team are currently busy preparing the major equipment (R1300 LHD and RBM-7 Raisedrill) for disassembly and transport via the cage shaft to underground.

Dom Mears recently joined the team after completing a refresher training session at the Kalgoorlie Service Centre on the new ACFM crack testing equipment we recently purchased. The local crews have been trained in the use of this equipment and are currently testing the 250 rods we have in country.

The ground support trial project in ShDNK-1 has proved very challenging and the contract timeframe was extended as a result of the challenging ground conditions and constant client delays we experienced. We are trialing three different types of ground support;

- first pass shotcrete, resin bolts and mesh, second pass shotcrete
- first pass shotcrete, resin bolts and mesh, second pass shotcrete and in-cycle 6m cable bolts
- first pass shotcrete, resin bolts and mesh, lattice girders, second pass shotcrete and in-cycle 6m cable bolts

Even with all this ground support, we still experienced fallout in the backs of up to 3.5m when taking 1m rounds. We have installed MPBX geotechnical monitoring sensors and digital tape extensometers in the areas we developed and supported, as well in areas previously developed by the client and supported with steel arches only to monitor ground movement and enable the team to analyze the effectiveness of the different types of ground support. Our final report and recommendations will then be used to revise the client's current ground support methodology.



SCHDNK 1 development on -175 level (poor ground)

There is still numerous opportunities in country and we are currently submitting budget pricing for a production mining project in Central Kazakhstan. Scope of work is 11 km of development and the mining of 2.5 million ore tons over a period of 40 months.



It's hard to believe that that half the year is nearly over already.

InCycle has been involved in many projects since we last reported in and have increased our works force once again to cater for the additional works.

Tropicana has been a big game changer for InCycle as our shotcrete crew have been busy with rehab shotcrete works and portals sprays and over 10 vent walls and one pump station this work is ongoing.

Wallaby workshop has been completed including 22,000 m² of white washing, our crew have completed various other works on site, and we have a small crew on site on a semi-permanent base's complete works underground and surface at the mill.

At Abra we have completed several campaign projects and are now looking for a full-time crew on site to build and spray paste walls. We have completed pumps stations as well as various concrete and shotcrete rehab works. InCycle has a batch plant on site.

South 32 has finally started and we have completed the foundation for the first of 2 collars VS8. We have also completed various other slabs for workshop floor and associated building.

I would like to thank all the InCycle team in the office and out in the field for sticking true to our principles. "Alert today, Alive Tomorrow"

STEVE COOKE

General Manager - Incycle



Start of earthworks for the VS8 collar South 32 NSW



Blinding poured ready for syteel reo installation



Reo steel installtion completed



Pumping concrete first major pour of the collar



Completed pour ready for formwork

Project Genesis




FINANCE

It's hard to imagine that the end of the 2023 financial year is upon us. What a rollercoaster year it has been.

PwC, our auditors are currently working through the preparation for our year end audit. As we have not technically rejoined our parent company yet, the timelines for our year end are a tad more relaxed than usual, with the bulk of our audit queries coming through in August, instead of July.

This gives us a little bit more breathing space to prepare for our big office move! We're moving on Friday 30th June to our new premises at 176 Burswood Road, Burswood. The Perth based office staff are very excited. It's the fresh start we need to take us into the new financial year and renewed chapter of RUC.

We'll have more space, new office furniture, more washrooms, a large lunchroom and outdoor gazebo area. Most importantly, we'll be together in the same building.

TRACEY CHAN

Financial Controller



SAFETY CORNER

THE BYSTANDER EFFECT

Last weekend I was standing in a shopping centre undercover area with a group of about 15 other people waiting for the rain to die down enough to make a dash to my car without getting soaking wet. While we were all standing there a middle-aged gentleman made a dash from his car towards us and after taking about five steps, he slipped over on paint marks on the bitumen and fell heavily about 20 metres from us. I don't know why, but I was conscious that no one in the group of strangers I was standing with was making a move and in fact those who weren't already on their phones suddenly had something important to attend to on their phones. I left my shopping trolley and walked over to the gentleman who was still on the ground. I asked him if he was okay and asked if he felt pain anywhere? He commented that his bum hurt, but probably not as much as his pride. I was going to ask him if he needed assistance when he held out his hand for me to help him up. He got to his feet and said he might leave the shopping for now and go home and get changed out of his wet clothes. I told him I was intending to do the same and turned to return to my trolley. As I grabbed my trolley I once again noticed that everyone was totally immersed in their phones and avoiding eye contact.

I'm sure that some of you have had similar experiences. Psychologists call this phenomenon the "bystander effect." And it doesn't just happen in public, it frequently happens in our workplaces. Back in 2020 I put an article together on diffusion of responsibility and for this article I thought that I would expand on that original article by exploring the bystander effect a little. So, what is the bystander effect? Social psychologists coined the term in the 1960s.

In their research, they noticed people are less likely to help someone in need with onlookers present. They discovered that being in a group increases certain beliefs:

- Diffusion of responsibility – the belief that someone else will act (and they won't be singled out to blame for inaction).
- Assumptions – other people (such as doctors or the police) are more qualified to act.
- Ambiguity – "Does the person really need my help?"
- Social influence – focusing on how others behave rather than the situation. If people don't act, we conform and do nothing.

Recent research has however suggested that the bystander effect isn't as common as once thought. An analysis originally carried out in 2011 and then again in 2018 found that bystanders are more likely to react to emergencies than non-emergency situations. And, if one person is seen helping someone, other bystanders are more likely to offer their help. A 2020 study from the University of Copenhagen also revealed that in public conflicts, bystanders will act more often than not. In this study sociologist Maria Rosenkrantz Lindegaard and her team analysed hundreds of CCTV clips from the Netherlands, South Africa, and the U.K. From low-scale conflicts to severe violence, and they found that intervention is the norm. In fact, 90 percent of the time, three-to-four people stepped in to help if they saw incidents such as someone falling onto train tracks or being assaulted in public.

Despite these findings, the bystander effect is possible, so it's important that we understand how to overcome it should we experience it.

Social paralysis can strike in the workplace and the situation doesn't have to be as dramatic as a heart attack. Team members talking over someone. A colleague mispronouncing someone's name. Or people being excluded from a joke. Scientists call these small, often unintentional events "micro-inequities" or "microaggressions." Left unchecked, they accumulate and chip away at a person's potential and performance.

Workplaces can also be a pressure cooker for social influence, or "like me" bias. A group of similar people may be less likely to notice – or intervene – if a colleague from a different background is subject to microaggressions, harassment or bullying. The workplace can increase assumption levels as well. With meetings, emails and instant messages, people assume that key information is widely known and feel less inclined to circulate it. This "voice bystander effect" prevents ideas, concerns and opinions from reaching management. Other ways the bystander effect manifests at work include:

- Staff assuming that the "office hero" will step up and sort out that task (because they always do).
- Online chats excluding or bullying colleagues without anyone speaking up for the victim.
- "Slacktivism" or passively "liking" a good cause online without following up on your promises.

So how can we prevent or reduce the likelihood of the bystander effect? Just knowing about the bystander effect is a great first step to changing behaviour. We can communicate articles like this one with work colleagues to increase everyone's situational awareness. That way, people can recognise when they're being a bystander and open their eyes. We can also curb the bystander effect by:

- Not people-watching. I've previously mentioned that in an experiment where smoke filled a room, participants were less likely to respond when others didn't act. Instead of following the group, stay alert to a situation and react accordingly.
- Work on your emotional intelligence. Studies show that obligation and empathy levels increase if a bystander has medical or self-defense training. At RUC these skills could be small talk, active listening and maintaining eye contact.
- Grabbing a coffee with others. Research shows that we're more likely to help people we know and those we think deserve it. In Japan, for example, homeless people generally get more sympathy from passers-by who are more likely to know someone who's lost their home to a natural disaster. Socialising with colleagues outside the office or simply going for a coffee together can help you get to know and be more likely to help others.
- Stopping heroes. If you always fight fires (because people expect you to), speak up! Delegating will spread the workload, lower your stress levels and you might enjoy passing on your skillsets. You'll also help increase knowledge within RUC, which can improve workflows and drive innovation.

If you see a workmate suffering microaggressions, harassment or bullying at work, you can use the "Four Ds of Bystander Intervention" to put a stop to it.

- Direct intervention - confront and tell the perpetrator to stop.
- Distraction - engage with the victim and ignore the perpetrator.
- Delegation - seek support from others to stop the situation.
- Delay - after the incident, ask the victim if they're okay and/or tell the perpetrator why their behaviour was unacceptable.

Acting first also makes a big difference. Research shows when we observe other people engaging in prosocial behaviour we are more likely to do the same.

Finally, you don't have to be selfless to stop the bystander effect. Studies show that when we feel happy or successful, we're more likely to help others. Dubbed the "feel good, do good effect". You can get this effect by listening to your favourite song, feeling the sun on your face or ticking off a task from your to-do list. The more you enjoy this boost, the more you'll stand up for colleagues in times of need.

Original article taken from Mind Tools.

DAVID SMITH

Associate Director – People,
Risk and the Environment



HR UPDATE



Core Values within a business define the behavioural expectations in the workplace, unite teams in understanding expectations and streamline decision making. RUC's Core Values have been in place for some time and moving forward will be increasingly visible and form a greater part of our strive for continuous cultural improvement.

The five Core Values within RUC include **RESPECT**, **ACCOUNTABILITY**, **CARE**, **COMMITMENT** and **INTEGRITY**. All can seem quite simple and baseline behaviours for any relationship including an employment relationship though their power if truly valued and consistently displayed shouldn't be underestimated.

To be treated with **RESPECT** and to treat another person with **RESPECT** is a workplace right and we are all obligated to maintain respectful relationships with our team members. **RESPECT** can take many forms including but not limited to how we communicate with each other, taking the time to understand a differing point of view, considering another persons opinions and taking the time to recognise and appreciate the attributes that your colleague brings to the workplace and team environment.

RESPECT and recognition go hand in hand and both have been a focus for RUC, in turn leading to the recent rollout of the **RESPECT** and Recognise award. As of the 1st of June, the previously titled 'Above and Beyond Award' was replaced with the "Respect & Recognise Award". Changes to the current award stem from our key focus of improving the prevention of psychosocial hazards in the workplace in alignment with the Workplace Health and Safety Act, whilst working within RUCs Core Values to identify and reward positive workplace behaviour. This award is designed to recognise team members that consistently contribute to maintaining a safe workplace both mentally and physically. On a monthly basis those recognised will receive an award and most importantly, will be shown **RESPECT** by having their achievement showcased throughout our group.

If you identify a team member that you wish to nominate for this award, firstly personally let them know that they are appreciated and share the details of your proposed nominee with your Manager. We all have the power to positively impact someone's day and make them truly feel respected and valued.

- ✓ **RESPECT**
- ✓ **ACCOUNTABILITY**
- ✓ **CARE**
- ✓ **COMMITMENT**
- ✓ **INTEGRITY**

NICOLE MANN
Human Resources Manager



March saw RUC recognise International Women’s Day and promote active discussions on how this event started and the driver behind why it exists. This year’s theme was **#EmbraceEquity** and was based on the concept that equality is not enough and true inclusion and belonging require equitable action. This year’s theme emphasised the importance of bold transformative ideas, inclusive technologies, and accessible education in combating discrimination and the marginalisation of women globally. Although there has been movement made since 1911 there are still many challenges/difficulties faced by women when entering the workforce, some of which can include, flexible work arrangements, race and gender bias, sexual harassment and non inclusive workplaces. In recognising this day, important conversations are started and awareness is raised. Thank you to all involved that distributed information and held events in their workspace to promote discussions.

Our Recruitment division has recently welcomed our new Resourcing Superintendent, Jessie Jackson. Jessie is an experienced recruitment professional with a proven track record of delivering high level service with the ability to engage and promote a value based culture in a workplace. Whilst learning everything there is to learn about RUC, Jessie joined the team representing RUC at the Trades WA Expo that took place at the Ascot Race Course. Outside of WA, recruitment has been steadily ramping up including for our Appin project located in NSW. The RUC Group continues to extend our stamp across Australia as we aim to provide local employment opportunities in Appin and it’s surrounding towns. Project Manager, Peter James has recently rejoined the Australian Operations after an extended time in Freeport and the team are quickly growing with many more newstarters set to join in the coming months. Thank you to Simon, Nigel and Jason who have worked closely with the recruitment division to mobilise our new Appin team members.



COMPANY LEAVE STANDARD

There are two Company documents that we will take the opportunity to raise awareness of in this publication. Firstly the **Company Leave Standard** is in place to provide all Employees with information on leave types and application / approval procedures. A recurring query raised is that of the use of annual leave in the event that personal leave is exhausted and employees are unable to return. Please note, annual leave will not automatically be applied when personal leave runs out.

Under the National Employment Standards of which the RUC Leave Standard is aligned to, Employees must apply for annual leave and receive approval from their Supervisor / Manager for this leave type to be processed. When taking personal leave, please ensure that you have sufficient accruals and if further leave is required, liaise with your Manager to discuss the ability for annual leave be approved.

Our hard working Payroll team often face this situation and receive queries from our workforce. Payroll do not have the authority to pay out your annual leave without your request and subsequent Supervisor / Manager approval. In the event that you require to take personal leave for a period of two or more shifts, please ensure that your evidence is submitted with your application for payment to apply. Examples of evidence include a medical certificate or statutory declaration.

If you are unsure of your current personal leave accrual levels, please contact the Payroll team at Payroll@ruc.com.au Copies of the Company Leave Standard can be accessed by contacting HR@ruc.com.au or via the MYOSH platform.

RUC DOMESTIC RELOCATION STANDARD

The second document is the **RUC Domestic Relocation Standard**. Whilst many of our projects are in remote FIFO regions, opportunities do exist for domestic relocation assistance to reduce transit times including allowance for DIDO for projects undertaken near or in regional towns. RUC provides a generous relocation allowance that is available to assist employees with a residential move. Domestic relocation is available to candidates looking to join RUC and existing employees. To find out more and to see if you are eligible for relocation assistance, please contact the team at HR@ruc.com.au

As the first half of the calendar year comes to a close, functions to celebrate those employees who have reached milestones in their careers with RUC will be held in July. This year we have celebrated milestones being reached by 10 employees ranging from 5 to 20 years of service. The **COMMITMENT** shown by this group is a credit to their loyalty and dedication to RUC's ongoing success. We look forward to celebrating many more milestones in the coming months.

Introducing new team members

Join us in making everyone feel welcome

WELCOME
to the Team

NAME	POSITION	DEPARTMENT
Jason Dalli	Braceman	Shafts
Maclennan Sheppard	Trainee Miner	Shafts
Alistair Johnston	Purchasing Officer	Stores & Procurement
James Rhodes	Quality Manager	Shafts
Duncan Hollingdale	Trainee Winder Driver	Shafts
Jack Careless	Shaft Miner	Shafts
Jaykim Wall	Apprentice LV Fitter - Third Year	Mining
Michael Strauss	Braceman	Shafts
Kaiden Hooper	Concrete Form Worker	Incycle
James Riley	Shaft Miner	Shafts
Josh Bredhauer	Fitter	Shafts
Alan Wilson	Shaft Miner	Shafts
Cameron Gordon	Warehouse Superintendent	Shafts
Craig Hartley	Shift Supervisor	Mining
Daniel Aitken	Shaft Miner	Shafts
Kye Vlaar	Cadet - Mining	Mining
Lachlan Castles	Cadet - Mining	Mining
Bradley Collins	Driller	Raise Drill
Ethan Maynard	LV Fitter	Maintenance
Emery Dixon	Offsider	Raise Drill
Kian - Tre Williams	Offsider	Raise Drill
David Lawrence	Trades Assistant	Maintenance
Ky Egger	Formwork Concreter	Incycle
Travis Tyrrell	Stores Person	Stores & Procurement
Robin Barker	Shaft Safety Officer	Shafts
Lyn Griffiths	Superintendent Mining	Mining
Gordon Manning	Bogger Operator	Mining
Luke Butler	Bogger Operator	Mining
Jeremy Butler	Truck Driver	Mining
Jessica Storrer	Cleaner / All Rounder	Shafts
Tom Mortimer	Concreter	Incycle
Anthony Linde	Formwork Carpenter	Incycle
Robert Hurrell	Formwork Carpenter	Incycle
Dallas Read	Bogger Operator	Mining
Bradley McCall	Cadet - Mining	Mining
Daniel Lynd	Cadet - Mining	Mining

NAME	POSITION	DEPARTMENT
Travis Sevander	Concreter	Incycle
Luke Perry	Fitter	Mining
Ivan Huston	Jumbo Operator	Mining
Ben Ramsbottom	Shaft Miner	Shafts
Antonio Alvaro	Truck Driver	Mining
Colin Demler	Electrical Superintendent	Shafts
Marco Trappetti	Functional Safety Manager	Shafts
Angel Rivas Gomez	Winder Controls Specialist	Shafts
Nedim Kazic	Winder Controls Technician	Shafts
Craig Jensen	Electrical Supervisor	Mining
Daniel Abel	Electrical Supervisor	Mining
Julius Hughes	Electrical Supervisor	Shafts
Rapture Sei	Electrical Supervisor	Shafts
Jack Kneebone	Leading Hand Shaft Electrician	Shafts
Adam Addy	Shaft Electrician	Shafts
Brian Laarberg	Shaft Electrician	Shafts
Brock Rankin	Shaft Electrician	Shafts
Kieran MCGovern	Shaft Electrician	Shafts
Peter Framhein	Shaft Electrician	Shafts
Robert Sharpe	Shaft Electrician	Shafts
Scott Keppie	Shaft Electrician	Shafts
Hemi Te Rangi Edwards	Shaft Miner	Shafts
Nathan Clarke	Underground Electrician	Mining
Tyler Harrison	Underground Electrician	Mining
Travis Hooper	Concrete Form Worker	Incycle
Rodney Reynolds	Leading Hand Miner	Shafts
Thomas Mulvaney	Driller	Raise Drill
Robert O'Connor	Machinist	Maintenance
Theodorus Rossouw	Raisebore Electrician	Maintenance
Blake Power	Winder/Crane Driver	Shafts
Karoline Schmidt	Cleaner / All Rounder	Shafts
Simon Boxel	Quality Officer	Shafts

NAME	POSITION	DEPARTMENT
Patrick Carless	Shaft Miner	Shafts
Kurt Flynn	Shaft Miner	Shafts
Ricky Heness	HSE Advisor	Mining
Jessie Challen	Resourcing Superintendent	Human Resources
Patrick O'Donoghue	Braceman	Shafts
Amaya Nichols	Site Administrator	Shafts
George Koutsoukos	Braceman	Shafts
Kaitlin Cardona	Cleaner / All Rounder	Shafts
William Renner	Winder Driver	Shafts
Jennifer Butler	Cleaner / All Rounder	Shafts
Corey Perry	Jumbo Operator	Mining
Karl Stocker	HSE Superintendent	Shafts
Bethany Silk	Stores Person	Stores & Procurement
Rosemary Berryman	Warehouse Supervisor	Admin, Finance & Accounts
Wayne Powell	Braceman	Shafts
Corey Abblitt	Cadet - Mining	Mining
Cameron Legge	Jumbo Operator	Mining
Grant Viney	Jumbo Operator	Mining
Tyson Gardam	Jumbo Operator	Mining
David Sheppard	Operations Manager International Projects	Mining
Christopher Methorst	Cadet - Mining	Mining
Brendan Start	Shaft Miner	Shafts
Jordan Kasuas	Shaft Miner	Shafts
Blake Wordsworth	Cadet - Mining	Mining
Nicholas Lamprey	Jumbo Operator	Mining
Paul Clemens	Driller	Raise Drill

SERVICE AWARDS

Congratulations!

Congratulations & sincere thanks to more dedicated team members



Rohan York



Leanne Dezotti



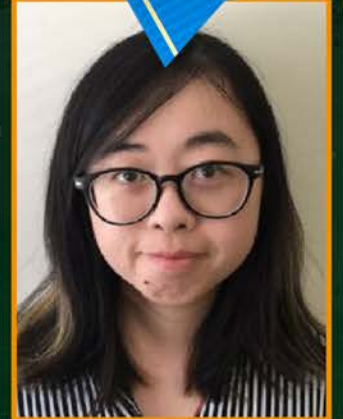
Givan Bekker



Dean Servante



Greg Miller



Chang Lin



Tyson Paul



Danyal Woodham

This initiative aims to recognise and reward RUC Employees that display exemplary performance in their role and consistently ensure that their workplace is safe, both physically and mentally. This award forms part of the RUC Respect, Recognise and Reward Program.

The RUC core values are a guide to identifying and rewarding positive workplace behaviour.

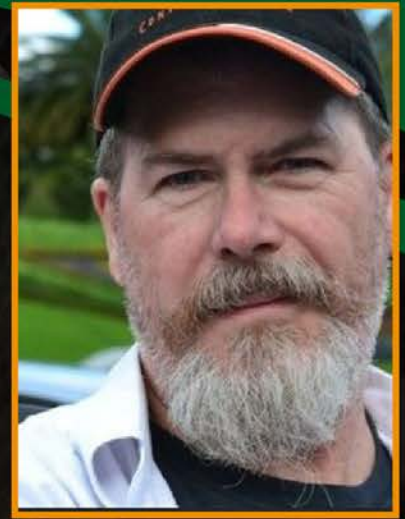
- ✔ **Commitment**
- ✔ **Care**
- ✔ **Accountability**
- ✔ **Respect**
- ✔ **Integrity**



Congratulations on this well-deserved recognition!



OUR PEOPLE: TONY CORKS



Job role:	Project Manager
Where are you based?	Penny
Years in industry?	33 years

Why RUC?	When I was offered the role, it was refreshing to be a part of a company that embraced the same culture and ethics of a former company (ACM) that I worked for, for over 16 years.
What do you think are the most important qualities for someone to excel in, in this role?	People are your greatest asset, you need to establish a culture that encourages teamwork, and strong work ethics. This in turn, creates an environment that all people can feel safe, and have an opportunity to voice their ideas and opinions.
What is your view on Safety?	Safety is paramount. There's this guy, who is terrified of heights, flying, and electricity. His job is to inspect the live high voltage power lines in Canada, which involves wearing a Faraday suit, flying in a helicopter, arcing out, and "walking the power lines" 100m above the ground. When asked about the dangers involved with his job, and his phobias, he simply replied, "So long as I follow all the procedures, I know I will be safe"
What drives your passion for mining/contracting?	Underground Contract Mining, you can't help but be passionate about it. The daily challenges and problem solving. The amazing people that I have met along the journey, and the knowledge gained from them. And now, to pass on that knowledge to the next generation.
What criteria do you use for evaluating success?	The fact that people enjoy working at the site and contribute to the team and client relationships. There is always the targets and schedules to use as a guide, but the most important criteria is "Zero Harm".
Which of your skills, technical or otherwise, have helped you most on the job?	Fitter by trade, and a "Geek" by nature. Mining is in our blood, 6 generations apparently.
You're a new addition to the crayon box. What colour would you be and why?	If it isn't black, take it back. Johnny Cash answers this question very well, "Man in Black", and besides I'm a "Rock/bogan" from Balga.
What do you want to be when you grow up?	Peter Pan never grows up, and I have already become a dad.
Words to live by/motto?	"Don't look at the problem, look at the solution"
Favourite sport/hobby?	Softball, nothing soft about it. Computer generated artwork.
Favourite travel destination & why?	Wandering WA. Tractor, farm, isolation, trees, 4 sheep. who could ask for more

OUR PEOPLE: NINA WYVAR



Job role:	Reception / Admin Assistant
Where are you based?	Perth Head Office
Years in industry?	3 years

Why RUC?	Never worked in the Mining industry, my first time and I was curious
What do you think are the most important qualities for someone to excel in, in this role?	Good communication, friendly, hardworking, attention to detail and organised.
What is your view on Safety?	Very important especially as we are in Underground Mining
What drives your passion for mining/contracting?	Something new
What criteria do you use for evaluating success?	Good feedback
Which of your skills, technical or otherwise, have helped you most on the job?	Fast learner, organised, friendly and active
You're a new addition to the crayon box. What colour would you be and why?	Red / bright pink or purple I like colourful and bright colours. More exciting and fun
What do you want to be when you grow up?	Be a happy person and always make people happy when they are around me
Words to live by/motto?	Treat people the way you want to be treated
Favourite sport/hobby?	Badminton, basketball, travelling, shopping and the movies
Favourite travel destination & why?	Japan, I love the culture, the food and everything about Japan.



Underground Operators Conference 2023

In March, RUC participated in AUSIMM's Underground Operators Conference 2023 at the Brisbane Convention Centre. RUC's active involvement showcased our commitment to staying ahead in the underground industry, embracing new technologies, and implementing innovative methodologies. We explored emerging trends, cutting-edge equipment, and made significant contributions to the ongoing dialogue on underground operations.

Baasansuren Bolor-Erdene (AKA Baska) has been working for RUC Mongolia for 5 years, and whilst travelling to Australia to do further studies in HR Management and Employment Relations at UWA, she has been kept busy working with the Appin Ventilation and Mine Access Project team in Perth HQ. She was overjoyed when her Mother and daughter “Gegee” recently arrived from Mongolia to visit Mum (Eej) during school holidays.

