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B its and Bombs

The official Newsletter of

Rock on Ground Pty Ltd

2011-Year in Review

Well, we are now into April and things haven't gone exactly to plan, which is usual - some might say. Anyway, some of the things that haven't gone to plan are:

- Jimblebar continues to roll on after looking like finishing back in December;
- Hope Downs has turned into another Western Turner with the expected rock not being there;
- The power at the Perth workshop continues to be an issue, hopefully shortly after you read this the power will be connected and Dale and his team will be operational;
- Pardoo ramped down and is now ramping up again.

While the imminent demise of HD4 is sure to dent the revenue forecast for the 2011/2012 Financial year, we still have a large number of tenders out in the marketplace for work to commence this year.

We are confident we will secure some of that work and continue to grow the company.

Some other key things we have achieved over the last three months have been:

- the rollout of the BSAFE2ZERO Program in January;
- the licensing of our heavy haulage transport and Simon Boyes to cart AN and explosives, this is another string to our bow and will certainly make us even more self sufficient on civil jobs;
- the roll out of the Business Management System; and
- the purchase and rollout of the new I.T server in the Perth office.

The major concern over the last three months has been the deterioration in the upkeep and treatment of company vehicles. A six month old Hilux has been transported back from Carosue Dam and the amount of unreported damage and the general neglect of the vehicle is appalling. We all need to ensure we respect the equipment we are provided with and treat it like it was our own.

Be SAFE and productive!

Darren Guild | General Manager



make today a SAFE day

On the safety side of our business, we had a positive start to the year with three incidents in February, halving the previous months total of six.

Unfortunately, we followed it up with eight incidents in March, most of which were avoidable and would not have happened if all personnel were working in accordance with our Safe Work Procedures and adhering to the standards set out in our BSAFE2ZERO Program.

Our procedures, policies and safety program are in place to provide a framework for all of our personnel to be able to work safely within.

We really need to ensure that we are all adhering to this framework, and if you see someone who is not, then it is your Duty of Care to speak to the person directly, or bring it to a supervisor's attention. The standard that you allow others to work to is the standard that you are setting for yourself. Don't just stand by and allow someone else to get hurt just because you think you may be 'causing trouble' or 'dobbing' on your workmates.

On a more positive note, ROG has just completed one year LTI-free. We work in a very physically demanding industry, and to go for a year with no lost time due to injury is a very good effort. Let's keep up the excellent work in this regard.

Whilst we are still recording some warm days across all sites, the cooler weather is not far away. We have ordered winter jackets which you should all receive over the coming weeks, before it gets cold. Remember that cold stress, although not as prevalent as heat stress in our climate, is still a factor that we need to be aware of during the cooler months.

Keep safe. *Bruce Lloyd | Safety Advisor*

WORK Safe GO HOME Safe



In Memoriam Tim Zandbergen

We tragically lost Tim Zandbergen in a boating accident on the 19th January 2012, whilst on his R&R.

Thoughts were with all of Tim Zandbergen's work mates as the news unfolded the following day. Tim was just 24 years of age. Tim was laid to rest in New Zealand on Saturday 28th January 2012, where a number of ROG employee's attended and said their final goodbyes.

There was an account set up to assist Tim's family financially through this difficult time. A number of people contributed, including a donation from Rock on Ground. The crew at Jimblebar donated over \$2500 which was truly an amazing contribution – thanks to all of you.

RIP Tim.

Jade Cowle | HR Manager



ROG YARD - 55 Christable Way

We have had more setbacks than the early settlers in getting the work shop to the stage it's at now, with it being a testing time for all involved having the Hope Downs 4 Project mobilization happening at the same time.

We are now waiting on Western Power to connect the main power supply. THIS WILL BE A GRAND DAY.

On a brighter note, we have snagged Jaed Kinnimont, who brings to the maintenance team a well groomed experience in blast hole drill rigs.

I would like to take this opportunity in welcoming Jaed into the ROG team in a Leading Hand role.

On the 19th of March Brent Van Santen joined the ROG maintenance team as LV/LT Mechanic, which will finally free Craig Van Didden into the roll as Trainee Drill Fitter.

So hopefully by mid April with power connected, we will be in full swing.

Dale Scally | Maintenance Manager



Employee of Month

Our recent winners of Employee of the Month who are listed below, have all made significant contributions to either safety, performance and how ROG is seen in the industry in general. The personnel below are commended on their work ethic and their commitment to safety and keeping the ROG culture alive. Well done guys.

January 2012

Adrian Williams and Rob Mackay (joint winners) for identifying a major hazard on night shift at Pardoo which could have resulted in injuries to personnel or major damage to equipment.

February 2012

Reid Hjorth – For the extremely positive feedback from the client on his attitude, safety performance and work ethic on the Mooka job.

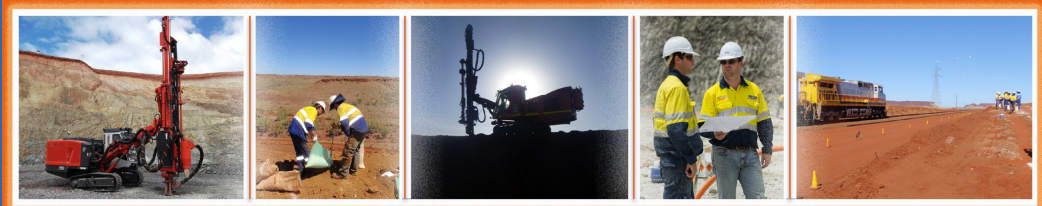
March 2012

Bruce Lloyd—For his efforts on the start up work for the Hope Downs 4 Project and Bruce's high standard of documentation and dealings with the client.

Adrian, Rob, Reid and Bruce will receive a \$100 voucher, and certificate and go into the running for the Employee of the Year Award.



Op's Manager - Out and About



Focusing on the 'Control' aspect of our Charter, we have all committed to being accountable for our actions, therefore it is imperative that we all take the time and effort to be aware of our surroundings at all times and follow procedures that are in place for our safety.

We have seen a number of key developments across the business, as a result of personnel following the ROG Charter and leading by example. One of the main developments, has been the promotion of three new Site Supervisors, Simon Targett (Hope Downs 4), Luke Masters (CDO) and Grant Carruthers (Pardoo). The development of these three new Site Supervisors could not have happened without the support of their crew and the mentoring provided by their Site Managers.

It is refreshing to see individuals with the drive and positive outlook to grow with the business, plus their willingness to help others within their teams. This is a great demonstration of the ROG culture – for people to step up and want to develop themselves, and the company. As you all know, to grow and develop a company takes a great deal of teamwork.

Since the start of 2012, we have had a number of incidents arising from personnel not being aware of their work surroundings and not following standard procedures. All of these resulted in major damage. With this in mind, I refer you all to our six Core Values: Commitment; Culture; Communication; Consistency; Change; and Control.

ROG expect and encourage a high standard of safety. We must ensure that we stay above the pack and maintain our standards, not only in safety but in everything we do. After all, this is what ROG's reputation has been built on. The standards that we set for ourselves can always be improved upon, but should never be lowered by working with those who may have a lower work standard than ourselves. If that is the case, we as a team need to endeavour to lift their standards instead! It is pleasing to see that ROG have achieved one year LTI free – it proves that if you concentrate on TODAY, and make it incident free, you can make everyday a SAFE day.

I continue to be impressed by the way the large majority of ROG personnel conduct themselves, they are just getting on with business and helping each other out. This could be seen during the mobilisation of Hope Downs 4; the great job done at Laverton by all that were there; and Pardoo still going strong with consistency in everything they do.

Remember, if you see something out there that can be improved please let your Site Manager know.

Tim Kay | Area Manager - Operations

From a HR Perspective

Welcome to the 1st quarterly newsletter of 2012!! I hope everyone had a fantastic Christmas & New Year, although it seems to be a distant memory at the moment.

The past few months have been 'intensive' to say the least. Rock on Ground have experienced some major changes since December last year, with new management structures being implemented at Carosue Dam. Firstly Matthew Johnson has been appointed as Site Manager, along with the recent promotion of Luke Masters as Site Supervisor, replacing Ross Dargue, who is now located at Pardoo alongside Grant Carruthers.



We have also created three new Leading Hand – Drilling Operations positions at Carosue, with Damien Williams, Ben Groves and Shane Coleman stepping into this newly created role.

Recruitment has been one of my major priorities over the past few months, along with the mobilisation of Hope Downs 4. Having appointed 23 new personnel since January, it's been a pretty chaotic three months.

Finding Drill Fitters continues to be a thorn in my side. We are currently seeking to place three fitters at Carosue, and one drill fitter for Jimblebar. So if you know of anyone guys and gals, I'd love to hear from you!!!

Since our last newsletter, the Mining Agreement has been approved and has been in place since the 16th January 2012. Both Mining & Civil Agreements have now been fully implemented across the business.

Jade Cowle | HR Manager

Hope Downs 4 Project

Hope Downs started in a blaze of glory back in October 2011, when we were advised by Macmahon that we had won the work to drill and blast approximately 300,000bcm of material along the rail alignment for the Lang Hancock Rail Extension connecting Hope Downs to Hope Downs 4.

After a number of client delays, we managed to mobilise to site in March. Since then we have fired about 20,000bcm and have been probing for rock ever since. We should know the outcome of the probing by mid April, we are now expecting there may well only be 50,000bcm at best.



An Intimate Interview with.....

Fred &



Garry

Fred: I notice you are wearing the new ROG Winter Fashion.... nice!

Garry: Thanks Fred! I can now look stylish whilst keeping warm and dry - it will be a wet winter I recon.

Fred: Well I'm wearing the 'Pilbara Fashion' (wet season is over) its warm, reflective and fleecy!

Garry: Yeh! Good Stuff! I think between the two of us.... we're covered!

Jimblebar Village

It was a sad start to the year with the tragic news of Tim

Zandbergen's accidental death in Perth. Tim was an extremely hard worker who was well liked and respected by all of the crew at Jimblebar.

We will forever have fond memories of Tim and the RDO nights during which he provided everyone with great entertainment.

Thanks go to Vanessa, who organised donations for Tim's family from a large number of people on the project.

During December, whilst drilling continued, external delays saw us blast only four times, these same delays and the rain from cyclone Eddy meant that we didn't blast at all in January.

All of the crew put in an excellent effort and got all but one of the shots fired by the end of the month in February, leading to record totals for the project.

We would like to thank the crew that have gone to Hope Downs for all of their hard work at Jimblebar and welcome Steve Panton, Mark Prattley and Matt Coultas as recent editions to the team.

Ben Daniel | Site Manager



Mark Prattley and Matt Coultas needing their sunglasses for the "shiny" glare coming off a very well maintained vehicle!

Message from the Editor

It's already April, which means to me Easter Eggs!!! This may mean different things to different people; whatever the significance of this holiday, I hope it was a safe one for you and those people you care about.

I'd like to give you some words of encouragement to make contributions to Bits and Bombs, like they say, if you're not part of the solution – then you're part of the problem, we would like to hear about what it's like on site, so take the opportunity to share your experiences.

Kelly Brajkovich | Editor Bits and Bombs

ROG FOOTY TIPPING 2012

As we start this year's Competition, last year's winner (Vitra) is facing some stiff competition from Fiona and Dale, they currently have posted the exact same tips and already there has been a call for an internal enquiry to investigate any collusions on their part as well as a request for Vitra to be randomly drug tested.



With more members joining the competition this year, we will have 1st, 2nd and 3rd place prizes. (Remember people, in our eyes, YOU are all WINNERS so make sure you get your tips in on time and good luck for the Footy Season).



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