

MAWSE CODE

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MESSAGE FROM GEOFF HALL (Deputy CEO)

The trading time running up to Christmas is often hectic with customers making special requests to enable them to complete their projects in time for the shut-down. This boost in activity is a real test for the systems that run our business and for our people that run the systems. It is our challenge to ensure both our systems and our people are up to the task.

During the past year we have commenced a process of simplifying our systems and procedures. It is our objective that everyone will have clear written and agreed roles and that we have procedures in place that enable everyone to understand the important role they play as we strive to achieve our corporate objectives. A huge advantage of this approach is that, come holiday time, it is much easier to "cover" for some-one who is on leave if we understand exactly the role that person plays. As those of us who have played team sport know, the measure of the strength of the team is its depth and the quality of its reserves. When it is your turn

to take leave, think of the people doing your work while you are away and provide them with a check list of items to watch out for in your absence.

At this time we should pause for a thought and a prayer for those families suffering as a consequence of the drought. Stress causes people to react in different ways and we can expect to encounter people in our community who may display anger, frustration or depression. The best we can do is to listen to them and try to understand their situation. Often knowing that someone else cares to listen to their situation, in itself provides a sense of relief. We will continue to provide a team with the skills to help you when you are confronted with this circumstance.

We have enjoyed an excellent year and the Executive team would like to wish everyone a happy and safe Christmas and good health as we look to the New Year.

Respectful Workplace Policy

Mawsons recently engaged Debbie Sonin, a Senior Consultant with VECCI (Victorian Chamber of Commerce and Industry) to present a set of workshops to our Senior Managers and Plant Managers to bring us all up to date on the laws relating to Discrimination, Harassment and Bullying in the workplace.

Debbie has had extensive experience in the area of workplace relations having worked with the Victoria Police Force in this area prior to joining VECCI and those attending her presentation were kept on their toes with her rapid fire approach. Debbie's presentation aims to be confrontational or "in your face" at times to help reinforce the message and the types of behaviour and reactions that cannot be tolerated in the workplace.

Although Mawsons have a strong record as a "good" employer, there is an increasing need to recognise and protect workers and Mawsons against the effects of unacceptable behaviour.

Over the coming months, Mawsons will be re-writing their corporate procedures relating to Equal Opportunity, Anti-Discrimination, Sexual Harassment and Bullying with a view to simplifying them and making them more easily understood.



Debbie engaged in role play with Cobram Plant Manager, Peter Beriman.

In addition, the roles of the Customer Service Guardians will be re-examined to make the role of the Guardians clearer and the Guardians more accessible to those who believe they need help.

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WELCOME TO COLIN PRYOR, REGIONAL MANAGER – TERRAFIRMER

Colin Pryor has worked in the Quarry and Mining industry for 31 years, having joined Pioneer Quarries (Hanson) as a trainee manager in 1975, working up to Quarry manager positions in Victoria and Queensland following his completion of the Quarry Managers Course at Box Hill College.

In 1982, Colin joined Farley & Lewers as QM at the Jeeralang Quarry, going on to be District manager of Quarries at Warrnambool.

After a period with Ready Mixed Concrete, who took over the Farley & Lewers business, Colin joined Dyno-Wesfarmers in Victoria as Marketing and Technical Manager, helping to develop the "Rock on Ground" business for bulk explosives and the underground business for package explosives.



In 1993, Colin joined Metso (Nordberg) as S.E. Regional Marketing and Sales Manager, responsible for all capital, system and unit sales. He was also involved in plant design, plant layouts and applications for all Metso Quarry and Mining equipment.

In 1998, Colin returned to line management with ACI Industrial Minerals

(Unimin) to manage their second largest silica sand mine at Lang Lang, Victoria, during which time he successfully completed a Diploma of Business (Marketing) at the Chisholm Institute. 2004 saw Colin back in marketing and sales with Cesco Australia and in 2005/06 with Hi-Quality (Sales) Victoria.

Colin comes to Mawsons with a good deal of knowledge and experience in the Extractive Industry in both sales and line management and is looking forward to a long and successful time with our Company. His capabilities are well known to Mawsons Senior Management and it is hoped that his involvement in the development of TerraFirm will be an exciting phase of Mawsons long-term business planning.

FAMILY DAY 2006 & TWENTY-FIVE YEAR CLUB PRESENTATIONS

The magnificent setting of the Gunbower State Forest was the venue for the 2006 Family Day. A perfect day before and a perfect day after – a little cold and windy on Sunday 8th October but hopefully the weather did not deter people from enjoying themselves.

A tasty three course meal was cooked by the Leitchville Bunyip Club and enjoyed by all inside the huge marquee. Entertainment was provided for the children with organised games and face painting, whilst the high ropes was a challenge to all ages and the band provided "easy listening" music. John Christian's miniature tractor and trailer was a huge hit with the younger ones and we thank John for his many trips up and down the track.

It was a special day for three of our employees, Ian Wilkinson, John Christian and Rick Dunham who have joined the Mawson 25 Year Club. Following are extracts from the presentations made to these employees at the Family Day.

TWENTY-FIVE YEAR CLUB PRESENTATIONS

IAN WILKINSON (Presented by John Mawson)

Ian Wilkinson started work as a driver at Mawsons Kerang Concrete in 1980. As a local "Lad", prominent in the community, Ian was a popular operator delivering concrete throughout the district. His International Acco with a not-so-powerful (100 HP) 3 cylinder UD engine and plenty of gears (including a joey box) could be seen speeding (at 80

kmh with a tailwind) towards Moulamein or Boort and around Swan Hill in the days when Sun Centre concrete was operated by the Bombardieri family and there was no Barham or Boort concrete plants. Eventually the Acco was retired and Ian's good reputation earned him the opportunity to step up into a Louisville 8000.

After several years as the number one driver at Kerang, Ian was offered the chance to further develop his business, driving and mechanical skills as an owner-operator tipper contractor based at Pyramid Hill. So Ian and Julie found themselves the proud owners of an ex-company Atkinson truck (TR 47) and dog trailer combination, with the option of a clip on bowl. This was a far cry from the Acco but now Ian's knowledge as a mechanic had to combine with his keen operating skills and good customer manner to make his own living. While much of Ian's work was out of Pyramid, when the need arose his reliability, efficiency and willingness to "pack a toothbrush" meant that every Mawsons quarry and dozens of project sites were graced by his presence. Ian eventually sold the Atkinson and in 1993 brought a Ford (both these trucks are still working today – a credit to Ian's skills).

When a management vacancy came up at Mawsons Barham Concrete Plant, Ian was the obvious choice. Since 2001 he has been back on the company payroll managing a small but very specialised concrete plant, servicing an enormous area and working thoughtfully as part of the "Triangle" team. Barham concrete is a safe and profitable site with many satisfied customers, a tribute to Ian; the least shonky Shonk in the business.



Left to right: John Christian, Ian Wilkinson & Rick Dunham)

JOHN CHRISTIAN presented by Geoff Hall

It is fitting that we celebrate John Christian's 25 years with Mawsons out here at "Tree Tops" this afternoon for two reasons:

The wonderful Australian bush setting reflects much about John's interests and his character; a man steadfastly upholding principles of honesty, fairness and determination which are all essential qualities for a successful bushman. John has a great knowledge of this Australian bush and often quotes from his bush experiences to provide us with a sometimes humorous understanding of the behaviours of people and the relationships between people.

The polycom trial on the track leading into "Tree Tops" is an excellent example of the way John works....something needs to be done, John willingly gets involved and makes it all happen. He is a very resourceful, practical person with a real passion and an enthusiasm to make Mawsons a successful company.

FAMILY DAY CONTINUED

John came to work with Mawsons via the acquisition of Sun Centre Premix in 1986. Sun Centre Premix was a thriving concrete business in Swan Hill run by Lee Bombardieri's late father, Kevin. John moved from being a truck mechanic with Murray Goulburn and into his own business with Toby Pearce in 1979. During 1981, John approached Kevin Bombardieri for a subbie job with Sun Centre Premix and Kevin engaged John with his petrol motor C1800 Inter with a Joey box. The next truck was a Ford Louisville 8000. John proved to be much more than a hard working truck driver. He became a key, loyal man in the management team and in establishing the Sun Centre Premix business. In those days each driver had his own docket book and the tickets from this book became the invoice that was sent to the customer at the end of the month. John sold the block of land he owned next door to enable Sun Centre Premix to expand. His skills as a mechanic were also well utilized in keeping the Bombardieri truck fleet, loaders, plant and other equipment in good working order.

I have recently been involved in surveying a number of our customers and I found that you gain a real understanding of John by talking to some of our customers. People like Alan Eastman, Engineer at Mildura, Peter Smith, Concrete Plant Manager at Robinvale and Ken Nelson at Balranald all agree that John is always there when you need him and that he is only too willing to understand their needs and to help them solve their problems. These qualities of dependability and reliability are examples of the very foundations our company is built on and it is people like John that keep Mawsons' image intact and the Mawsons flag flying in all corners of our markets. John has always had an exceptional rapport with our customers.

John has a keen interest to discover a better way to do things. He is never satisfied with mediocrity and sets a very high standard for others to follow. One characteristic about John that I have found very refreshing is that he is very direct and to the point. There is no doubt about where he stands on any issue.

John was late in catching the information technology wave of change but Jason has got him geared up with a computer and the internet which he has used to advantage in recent times.

I know John and Roma have commenced making some plans for retirement with the building of a new residence in Swan hill but we plan to keep him busy for some time to come with the marketing of Lake Boga Quarries products and Polycom.

Congratulations John on a superb contribution to our company.

Rick Dunham (Presented by Alan Wilkins)

Rick Dunham had been one of the Victorian Railways' youngest and most promising trainees before he joined Mawson Constructions in 1981. Working as a Costing Clerk in the Shepparton office, Rick's reputation for reliable and accurate figures quickly made him a very valuable team member. Rick developed a keen understanding of the operations of a contracting business and earned the respect of customers and workmates as, in true Rick form; he enthusiastically applied himself to his work.

When the construction and concrete and quarries divisions were separated, Rick switched to E.B. Mawson & Sons Pty. Ltd. and took on the role of Field Officer, where his integrity and network of contacts gave the company a great boost. Rick has continued to improve his knowledge and remains abreast of business regulations. He regularly attends industry seminars and has gained his Diploma of Credit Management.

Rick's qualifications and experience resulted in him being promoted to Credit Manager where he plays a critical and sometimes difficult role with the utmost professionalism. He has also had plenty of amusing and less than... experiences along the way!

A devoted family man and accomplished (if not a little worn) tennis player Rick is known and liked by customers and staff throughout Mawsons. Although some of his popularity might be attributed to Donna's cooking, everyone at Mawsons has benefited from Rick's work over the past 25 years. We all hope that this partnership will continue for many years to come.

Thanks to our Special Sponsors

At this year's Family Day, some lucky people won special prizes which were provided by a number of our good suppliers and we thank them sincerely for their support, which helped make the day a happy one.



FAMILY DAY CONTINUED



Gallant Ancestors Picnic In A Drought By Rev. Geoff Leslie, Baptist Church

Our church records contain a most valued photograph. It shows a large group of people spread out along the dry bed of the Murray River taking a picnic in 1914. It is an inspirational picture because of what it says about the way our forebears decided to act in a devastating drought similar to the one we are currently experiencing.

In 1914, the Murray stopped flowing at Albury. Down to a trickle, then down to a few waterholes. I am not sure whether farms had galvanised rain tanks in those days; I suspect they mostly depended on a farm dam, which in drought times became especially unpleasant. One farmer apologised to the minister in 1898 that the tea had an unpleasant fragrance by explaining, "I am pulling dead sheep out of the home dam every day".

The settlers and farm families of the Myall region nevertheless decided on a Sunday School picnic. They met at Myall Hall (it had opened in 1912), a large well-dressed group, the men in black suits and ties and hats, the ladies in crinolines with bonnets and blouses. They travelled in gigs and buggies and sulkies, except for Mr John Watson who can be seen in the photo riding a bicycle. The group proceeded down one of the small roads to the Murray River and crossed its bed just upstream from 'Riversdale', the McDonald family residence. The photograph was posed for in the middle of the river, but that was not the destination. They continued on across Campbell Island to the Little Murray, and in its dry bed they held their picnic.

From this photograph we learn that the River can run dry; it is perfectly natural and will not kill the red gums or the wildlife – though it sure won't do them any good either. Our country is populated natively by animals and plants that can endure our floods and droughts.

The farming community showed an incredible spirit through this awful season.



They got together for a picnic. This tells us that they saw value in meeting together as a community. In hard times, the tough individualistic spirit needs to be broken down and people need to draw strength from one another. This is a time to lay down old animosities and start talking to people again. It is a time to encourage, to share adversity, to give help where needed. It will take all the resources of the community to survive; we cannot do it alone.

The picnickers showed incredible defiance by having the picnic in the dry bed of the Little Murray. They're saying by their action, "We won't let this dry river beat us, we will dance on its dry bed." The photo was taken not just for posterity (for whom it is most valuable) but posed deliberately to show that the dry river had not beaten them.

A final important point is that it was a Sunday School picnic. The early farming community saw immense value in passing on the strong stories out of the Bible for the information of their children and families. They contributed strength and hope, they provide a lens through which the world

can be interpreted. They say 'this is God's world, God will care for us his creatures'. Such trust enabled them to picnic in the dry bed of the Murray River.

In this ferocious drought of 2006, our community is very different. Spoilt perhaps by the level of control humanity has acquired over nature's extremes, we have learnt to trust in science and individual effort. Now perhaps the situation may overtake our capacity to control nature, and the river may run dry again. It is time we learnt from our forebears the greater sources of strength – God the Creator, and the power of human community.

FOOTNOTE: This photograph is currently being reproduced in beautiful oil colours, 12 feet long, by local Koondrook artist Ron Adam to display at the Myall Baptist Church Heritage Centre. It is hoped that the only known survivor of the people in the picture, Mrs Marion Dalley (nee McDonald), will be present at the unveiling.

Articles by Geoff Leslie can be found on the Internet at www.ruralministry.org

STORK TALK

Congratulations to Colleen and Andrew Balfour on the arrival of their daughter, Karla Jade who was born on Friday 10th November 2006, weighing 6lb 6oz.

Congratulations also to Travis Price (Echuca Concrete) and his partner Melanie Thompson who have a baby boy, Dallas Gregory Price born 4.18am Saturday morning, November 25th weighing 7lb 5oz.

Good wishes go also to Andrew and Bec Garnsworthy, who are the proud parents of a baby girl, Reagan Lea, born 6.07am on Friday, 1st December.

Congratulations and best wishes to all.....



VARIETY VIC BASH 2006



Variety Bash Participant – Car 327

The 2006 Variety RACV Vic Bash started in Melbourne on 8th August 2006 and headed out of Victoria, concluding on 18th August at its final destination, Cairns, Far North Queensland, raising funds for the disabled and disadvantaged kids of Victoria.

Ross Salter headed off on his second Vic Bash with three friends driving a 1968 Chevy Impala modified for Bash conditions on outback roads of Australia, but also in comfort with four bucket seats and room for Kevin Esky in the back for refreshments whilst travelling long distances daily.

The Bash is not a race or a rally, but an entertaining social event for cars over 30 years old. The bash winds its way through several Australian states on many different roads, from bush tracks, dirt roads with cattle grids, wash ways and many other road hazards that many drivers do not encounter in their normal driving experience. All crews aim to finish the bash safely and trouble free, but should breakdowns or incidents occur, backup support crews of mechanics, Medico's and radio communications vehicles endeavour to help all "Bashers" arrive at the final destination.

Ross and his fellow bashers aimed to continue on the Bash tradition of daily fun

stops packed with frivolity, bribing and bungling in the name of raising thousand of dollars for Variety, the Children's Charity. This all creates a unique camaraderie between fellow bashers both male and female.

At the start 127 entrant cars and crews, back up support crews, family and sponsors gathered at the Veneto Club, Bulleen for breakfast and photos. At 9.30 we headed off on day one.

The itinerary for the Bash was as follows:

- **Day 1** - Bulleen to Marysville for lunch via Blackspur, Jamieson then to Albury - 423kms
- **Day 2** - Albury to Wee Jasper for lunch, finishing at Bathurst - 554kms
- **Day 3** - Bathurst – Everyone took the opportunity to drive the Bathurst race track and what an experience that was in 3 ton of Chevy flopping around the racetrack. After breakfast we headed to Sofala, then Coolah for lunch and finished at Inverell - 588kms
- **Day 3** - Inverell – Texas – Millmerran – Gympie - 646kms
- **Day 5** - Gympie – Bundaberg - 240kms
- **Day 6** - Bundaberg – Theodore – Yeppoon - 582kms
- **Day 7** spent a rest day at Yeppoon Rodeo
- **Day 8** - Yeppoon – Nebo – Bowen - 605kms
- **Day 9** - Bowen – Ravenswood – Ingham - 571kms
- **Day 10** - Ingham – Mount Garnet – Atherton - 410kms
- **Day 11** - Atherton – Mossman – Port Douglas – Cairns -172kms

Total kilometres travelled - 4,791

The 2006 Variety Vic Bash made history in raising over \$1.5 million net for the disabled and disadvantaged kids of Victoria of which Car 327 raised \$6,500 from sponsors including Mawsons, Graham Thompson Motors, A & A Di Medio & Sons, D & S Truck Repairs and Beaurepaires Shepparton.

All running costs of the entered vehicle are met by the individual crew members of the car i.e. accommodation, fuel, maintenance, insurance and car registration.

Variety never gives money – instead it provides medical equipment, life saving drugs and treatment, Sunshine coaches, special computers, hospital wards, wheelchairs, toys overseas specialist operations, hydro-therapy pools, facilities and equipment for Special Development Schools, Life Education Centres, communications devices, wheelchair ramps for homes and vehicles, second skin splints and assisting individual children in need.

A story of what Variety is about, tugged on our hearts at breakfast in Inverell when a dad of a badly disabled child told us personally how grateful he was for Variety donating to his family, a specially designed bed imported from America that gently rolls his daughter over during the night thus alleviating the need for he or his wife getting up regularly through the night to turn their daughter over to stop bed sores etc.

Hopefully, once again with the support of local sponsors Car 327 will be able to raise the required \$7,500 entry fee for the 2007 Vic Bash and Ross will be able to head off on another Bash adventure next year travelling through outback South Australia, New South Wales and finishing in Byron Bay.

AROUND THE TRAPS

BARHAM

New South Wales Forests engaged the services of Nelmac Pty. Ltd. of Yackandandah to construct a concrete and steel bridge over the Little Murray River onto Campbell's Island. The bridge crossheads and abutments are 40 MPA concrete. The deck is pre-cast concrete on steel beams. Construction was completed in approximately three weeks. The bridge is B-Double rated. This allows for efficient transport of red gum timber to the mill.



Little Murray Bridge Construction

MILDURA

Welcome to recently engaged cartage contractor Wayne Martin, who is based at Mildura Plant. Wayne joined Mawsons in September, having previously worked with Boral.

Wayne is pictured here with his new Ford, Stirling truck and we wish him a long and happy association with Mawsons.



Wayne Martin and Truck