

MAWSE CODE

OCTOBER 2013



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The Financial Year 2012-2013 saw continued success and growth for Mawsons. While we were not as busy as we were during 2011-2012 our overall performance in the key area of safety was improved. There is still plenty of room for improvement in our safety outcomes. I expect that the efforts of a recently expanded network of trained OH&S Reps, plus the progressive roll out of our Cruse Risk Management Systems and continued investment in training and upgraded equipment will produce further safety gains.

Financially Mawsons remains strong. We continue to invest in our people and we remain firmly committed to our goal of operating safe and profitable workplaces.

The success of Mawsons' staff in innovation and study is recognised in this edition of Mawse Code. We also celebrate some significant achievements in personal wellbeing, teamwork and engineering. As these articles show Mawsons' people are working hard to make our workplaces safer and more efficient so that we can continue to exceed our customers' expectations while reducing our environmental impact.

Our 2013 Family Day is to be held at the Victorian Water Ski Association headquarters on the banks of Lake Cooper close to our Lake Cooper Quarry. The program will

include award presentations, amusements and food as well as winery and quarry tours. The quarry tour will allow family members and friends to better understand what happens at a modern quarry and see real evidence of the significant investment that has recently been directed towards improving safety and efficiency at LCQ. The winery tour will offer the opportunity to experience what other bounty the local hills produce.

The Family Day will also provide a great opportunity for employees of the Matheson family who work in the Ovens and Kiewa Concrete and Berrigan Quarry businesses to meet more of their new colleagues at Mawsons.

It is anticipated that the O&K and Berrigan teams will finally join Mawsons during November. This acquisition unites two long-established, family-operated, regional concrete and quarry businesses. Both organisations have similar heritages and the synergies of our combined know-how and resources are very significant. The next edition of Mawse Code will include more information about the long and successful history of Mathesons' operations in North Eastern Victoria and the Riverina.

John Mawson, Managing Director

CONGRATULATIONS ON TRAINING ACHIEVEMENTS

Maurice Kerrins – Lake Cooper Quarries – Assistant Quarry Manager and Senior Laboratory Technician.

Maurice was presented with his Diploma of Surface Operations Management at the IQA Awards Presentation Night held in May this year. Maurice's achievements are significant considering he has attended Box Hill Institute each month to complete his diploma whilst performing his normal duties as Assistant Quarry Manager and Laboratory Technician, putting in some long days and night shifts.

The units of the Diploma include communication, budgets and financial planning, site water, pit plans, environment, stockpile and by-product management as well as team effectiveness and legal and safety compliance. Congratulations Maurice.

Andrey Weymouth – Glenrowan Quarries – Plant Operator.

Andrey has completed his Certificate 111 in Surface Extraction Operations via the Wodonga Institute of Tafe National Industrial Skills Training Centre.

Andrey commenced employment at Glenrowan Quarries in 2011 and his development under Quarry Manager Trevor Gilbert is significant considering he is a relatively "new employee". The units covered by the Certificate course include, workplace safety, communication, water truck, haul truck and excavator operations. Servicing and maintaining conveyors, screens, feeders and site quality standards are also part of the requirements. Well done Andrey.



TWENTY FIVE YEAR CLUB PRESENTATIONS

Recently Lake Cooper Quarry stalwarts Jack Wepner and Perc Cust were presented with their Mawsons 25 Year Club Pewters. The Quarry lunchroom was filled with the delicious smell of Colbo Pub steak sandwiches, chips and gravy as many workmates and friends assembled to recognise the great achievements of Jack and Perc.



When presenting Jack's award John Mawson reflected on the years he had spent at Lake Cooper when Roy Webb (then Quarry Manager) had been keen to get Jack back off the farm to work full time at the Quarry. Jack had spent some time at Lake Cooper in the 70's and had a reputation as a hard and careful worker. After returning full time in 1989 Jack continued to build his reputation as a "head down bum up" quarryman, tackling each task every day with commitment and energy in his own (generally) quiet, laconic way.

Present Quarry Manager, Adrian Bull spoke of Jack's reliability and honesty. Adrian commented that he could not wish for a more trustworthy team member; Jack is the sort of man who will arrive early every day and not go home until the job is done well. When production records are set Jack will be in the thick of it operating an excavator, dumper or face loader in the Pit.

Both John and Adrian congratulated Jack on his milestone and wished him all the best for many more years at Lake Cooper. Jack responded by thanking Adrian and John and everyone at Mawsons saying he had enjoyed his work at the Quarry and was very grateful for the great support of all his friends at LCQ.



It is not very often that Peter "Perc" Cust stops for a chat during work hours but those who gathered to congratulate him on his 25 years at Mawsons saw the big man show his pride in reaching this significant milestone. John Mawson reminded everyone that Cust Transports was a family business like Mawsons with Perc's father, Bill, and brother, Ian, also having spent many years driving millions of

kilometres as cartage contractors delivering Lake Cooper products to places as far away as Booligal and Wentworth.

Quarry Transport Manager Phil Ryan complimented Perc on his excellent driving record and great skill as a driver. Perc responded by commenting that getting through narrow farm gates and boggy lanes was not his favourite pastime but it was all part of the job. Phil told of all the calls he has received from customers who were in awe of Perc's skill and asked that the rest of deliveries be done by him too. This is a typical account of Perc's excellent customer service and his ability to get jobs done safely, on time with a minimum of fuss.

John concluded by thanking Perc for his years of quiet devotion; keeping key customers like Humes, happy and maintaining an extraordinary safe driving record with his exceptionally well maintained equipment. John wished Perc all the best for several more million kilometres with Mawsons.

\$13.5 M GUNBOWER FOREST CONSTRUCTION PROJECT UNDERWAY

Construction is well underway on a \$13.5 million project to improve the long-term health of the Gunbower Forest. The Flooding for Life project involves the installation of engineering structures to enable efficient and effective delivery of environmental water to the Gunbower Forest.

The North Central Catchment Management Authority co-ordinates The Flooding for Life project in partnership with Goulburn-Murray Water, the Murray-Darling Basin Authority, the Victorian Department of Sustainability and Environment and Parks Victoria.

It is believed that reduced frequency and duration of floods, due to river regulation and climate change, has impacted on the health of Gunbower Forest. The new works being constructed will allow approximately 5,000 hectares of the forest to be regularly flooded, maintaining the health and functioning ecological communities in Gunbower Forest.

The works include:

- . A one-kilometre channel along Hipwell Road to deliver environmental water from Gunbower Creek to Gunbower Forest.
- . a bridge where Island Road crosses the channel
- . an offtake regulator and fish lock to control flows

entering the channel

- . a weir and fishway in Gunbower Creek to achieve maximum inflow rates of 1600 ML/day.

Funding for construction is provided by the Murray Darling Basin Authority a joint initiative funded by the New South Wales, Victorian, South Australian, Australian Capital Territory and the Commonwealth governments.



CENTENARY FOR VICROADS - 1913 TO 2013

The first road built in Victoria was on Phillip Island in 1801, under the direction of Commander John Murray, Commander of HM Brig Lady Nelson on behalf of the New South Wales Government. N.S.W. remained responsible for the development of south east Australia until 1851, when Victoria was proclaimed a Colony in its own right.

At that time roads were in a parlous condition and, spurred on by the huge increase in traffic due to the gold rush, improving and making roads became a matter of high priority, leading to the formation of the Central Road Board.

The Central Road Board, although a great success, was abolished in 1857 and responsibility for building and maintaining roads was increasingly in the hands of local authorities, leading to a patchwork development of the Colony's road system.

The Country Roads Board was established in 1913 and began a two year investigation of Victoria's roads, finding them to be anything but satisfactory. Policies were established to determine which roads were to be main roads and a partnership with local government in building and maintaining roads was established.

Recognition of the false economy of cheap construction and maintenance methods, setting of quality standards, conservation and aesthetics all helped to shape road making in Victoria and remain relevant in Vicroads' Policies today.

Significant further developments in road and traffic management were the establishment of the Motor Registration Branch in 1921 and the Transport Regulation Board in 1933.

Mawsons began contracting to the CRB shortly after the end of World War 11, winning significant contracts for road construction and bridgeworks in 1948. In addition to contracting directly to the CRB, tenders were constantly won with local councils under the auspices of the CRB for bridge construction, supply and delivery of road making materials, firstly from local hill gravels, sandstone and limestone, then crushed rock materials from Mawsons' own quarries.

Much has changed in the types of machinery, construction methods and working conditions as the years have passed. Construction teams camping in tents at the edge of highways have long since passed into history. The Country Roads Board has had a number of name changes to become VicRoads but responsibility for Victoria's roads remains a high priority. For Mawsons, business relationships with VicRoads and local municipalities remain critically important and highly valued.

Mawsons contract with Vicroads regularly. Some notable projects include widening of the Calder Highway at Big Hill, South of Bendigo in 1963; reconstruction of the Murray Valley at Kerang East in 1965 followed by other reconstruction contracts at Wee Wee Rup and Leitchville; major supply of concrete and road base materials for the Hume Freeway construction between Benalla and Wangaratta in the 80's.

The Hume Freeway projects played a very significant role in Mawsons upgrading of facilities and production methods to the point where our plants and methods are at best practice standards.

In recent times our relationship has remained strong but is more directed toward supply and delivery of materials. The recent flood recovery roadworks administered by VicRoads, but managed by local Councils, has been one of the largest efforts that we have been involved in.

Mawsons is proud of its long relationship with VicRoads and looks forward to the continuation of that relationship as both organisations move into their second centuries.



Road team placing crushed rock circa 1926



Bridge building on Pyramid Creek 1950's



Road formation Annuello late 1960's.

BROKEN HILL SCREEN PROJECT

A capital project for Broken Hill Quarries earlier in the year was a great example of how making things safer can also make things easier.

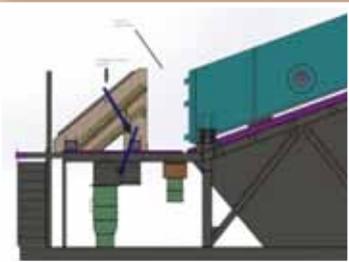
The job involved replacing the screen in No. 1 screen house, renewing associated chute work and the conveyor which feeds the screen. The shutdown took three weeks, which involved many high risk activities and long days. A major part of the project was in the design and construction.

The opportunity was seized at the design phase by all involved to reduce as far as practical many issues such as, manual handling, confined spaces, maintenance, and production bottlenecks.

As the top section of the screen house had to be cut and lifted off to fit the new screen, we took the opportunity to renew all the associated chute work which could be removed and replaced. To do this both of our Mechanical Engineers, Ray and Rob worked on the design of various components.



3D model of roll out chute showing flop gates and modular wear panels.



Chute rolled away for access to screen and chute.

The old chutes were covered in patches. There were problems with spillage, product contamination and lost production and so new chutes were designed and built by Mawsons.

Prior to the upgrade of the vibrating screen, its' nine 6' x5' screen meshes weighing up to 20 kg each, were lifted 10 metres by rope and then manhandled up onto the screen deck. The old screen meshes often had to be cut out which also required the oxy to be hauled up by rope. This process presented associated hot works and manual handling issues.

The new screen accommodates smaller, modular rubber panels, each only weighing 5kgs which are much easier to handle, removal and installation no longer requires the oxy, and only the worn sections need to be removed, not full panels as in the past. Noise levels are dramatically reduced and wear life extended which again means less down time.

Rather than re-building the chutes, we needed to come up with a better idea for controlling wear and allowing maintenance while also eliminating the need in future to take half of the screen house off.

In designing and building the new chutes our goal was to have a screen chute which had the following attributes-

- Minimum wear and minimum down time
- Can be rolled out for access for inspection and repair as well as to give unrestricted access to changing the bottom sections on the screen eliminating confined space issues
- Would not require a trade's person to maintain wear items
- Any wear items to be of a weight which one person could safely handle
- Eliminate the use of oxy-acetylene welders where ever possible and
- Have versatility in production, with the inclusion of flop gates

After looking at the latest ideas on plant design, different ways to combat wear, latest wear resistant products available, ideas from other plants and industry groups and also considering what we knew worked in our own quarries, we set about the task of designing and constructing the new plant.

A new conveyor was also designed and built. This could be easily hinged back if required for major maintenance to the screens in the future. The conveyor allows access to all areas which require inspection and maintenance. The head drive drum has ceramic lagging for maximum grip and extended life.

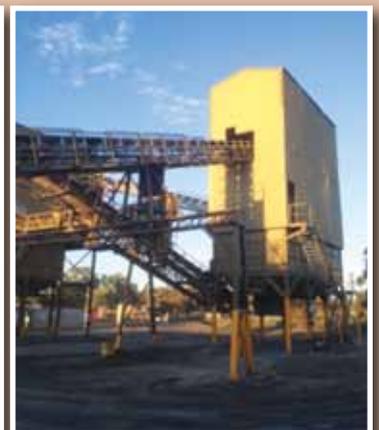
The construction work was all done at Cohuna by the engineering workshop team. The team also completed the final installation which went without any problems. This is a credit to all the team who have been involved throughout the design, construct and installation processes.

The outcome over the past couple of months since the commissioning of the new plant has been very pleasing. Our daily tonnes produced have increased significantly due to the increased plant availability and the screens themselves are working really well. This in turn has enabled us to plan additional sales such as sealing aggregates, concrete aggregates to other plants, the production of ballast and NSW specification road base products. In addition the cleaning needs have been much reduced and the safety of our team significantly improved.

Ashley Miller



New conveyor section being installed.



All back together ready for work.

NEW WORKSHOP AT LAKE COOPER

The first Lake Cooper Maintenance Workshop was originally used by the Kiewa Valley Hydroelectric Scheme before being purchased and relocated to Lake Cooper Quarries in the late 1950's. After long years experiencing difficult working conditions for both Mechanical and Structural teams in the old workshop, it was time to consider building a larger, more appropriate structure, suitable for modern crushing equipment and machinery on a new site.

The old work shop was located in a position that from the time of relocation of the new crushing and screening plant, was dusty, while drainage water regularly made its path directly through the workshop flooding the floor area.

After many hours of careful and extensive considerations on the design, location and construction, a new workshop was commissioned and completed this year.

This new workshop, measuring 30m x 30m x 11m high was proposed by the Mawson's Engineering Department and Lake Cooper Quarry Management and complies with all modern legislative requirements. The structure has been engineered to have a 20 tonne overhead crane to assist with both steel fabrication and servicing large mobile equipment. Extensive consultation with Castrol was instrumental in the installation of equipment to enable bulk oils to be stored and dispensed, reducing the hazard of handling and disposing of heavy drums.

A focus on creating a safe and efficient working environment for maintenance staff has ensured that the workshop will cover the needs of the site for many years to come.

Congratulations go to Ash Miller and Ray Crellin for their foresight and to the management team of Lake Cooper Quarries for their hard work in planning and completing the project.

Adrian Bull



KEN KNIGHT AN AUSTRALIAN PLEIN AIR ARTIST PAINTS GLENROWAN QUARRIES



Late in February this year Trevor Gilbert, manager of Glenrowan Quarries, had a call from a gentleman called Ken Knight. Ken is an Australian plein air artist. (French expression which means "open air" painting or a style of painting produced out of doors in natural light.)

Ken is based in Sydney and has spent many years studying and working overseas. Ken is an impressionist painter, eliminating and reducing detail and distraction from his paintings, relying heavily on colour to create the right balance for the viewer to interpret the image.

Ken had noticed the Glenrowan quarry from the freeway many years ago and wanted to know if he could scout possible locations for a painting. He arrived on 15th March, did his induction and went to have a look. He spent half a day at Glenrowan, then went away. Nothing more was heard from Ken until 26th August when an email arrived accompanied by a copy of his painting. The painting is about 90 x 90 cm and will be in Ken's Melbourne exhibition in November.

NEW COHUNA WORKSHOP



The new Cohuna workshop site is being developed to establish a state of the art manufacturing facility for the fabrication team. It will replace the existing shed located at the rear of head office in Cohuna which lacks the space and safety requirements to manage the structures we are now building for our modern quarry and concrete plants. The site is 17 – 19 Gibbins Drive, Cohuna, within the Keely Industrial Estate.



In addition to the workshop we are also building an office. The office includes a modern amenities area for the fabrication team, office spaces for 5 staff, a reception space and meeting room which can comfortably accommodate up to 16 people; needed mainly because Head Office is busting at the seams!



The office has been designed by Ecotecture Design Group in Echuca and is concrete tilt panel construction with a combined flat/skillion roof. The office will showcase Mawson's products and decorative finishes throughout. There will also be feature cladding externally of Adbri masonry decorative stonework.

O & T McLoughlan Constructions of Cohuna are the principal contractors responsible for the office.



The workshop was provided by Swan Hill Engineering, with panels from Statewide Panels in Shepparton. Construction began in April and with fingers crossed we will have occupancy by the end of October.

Construction of the office began in July and we are likely to be moving in January/February next year.

The project has run pretty smoothly and the Gannawarra Shire are very pleased to see the investment being made into the local community. We are doing our best to ensure local trades and contractors are employed throughout the construction process.

Rob Merkel – Design Engineer

WANGARATTA UPDATE

Mawsons Concrete Area Manager Mal Pinney reports that our Wangaratta plant has commenced pouring concrete for the multi-level "Co-op Store" in the heart of the Wangaratta Shopping Centre. The building includes a car park and will be home for a range of retail shops. It is being built by Colin Joss of Albury with Nucrete from Albury responsible for the concreting. Many of the panels in the structure are being supplied by Statewide Panels in Shepparton. Statewide is an important customer for our Shepparton Concrete Plant. On a big project like this teamwork across the group is important. For example our technical team in Echuca provided the mix designs and Mario Pigatto from Shepparton is taking care of the extensive concrete testing requirements.

Pictured below are photographs of the "Co-op" store during construction.



SAFETY MATTERS – SAFETY MATTERS – SAFETY MATTERS

THE IMPORTANCE OF O4I'S

An O4i was lodged recently notifying Mawsons management that a load had fallen off a trailer onto the road as a result of a load binder rubbing against a sharp edge and giving way.

The O4i went through the usual path for all O4i's lodged in Mawsons. The Executive reviewed the O4i in its' regular Tuesday meeting and the decision was made to review the Mawsons' policy in relation to trailer usage.

The review team comprising Ash Miller and Rod Moon were set the task of investigating the matter to identify what improvements could be made in this area. They assessed employee needs and work practices across the Group. The team identified that a number of employees use their own trailers for work purposes. They also identified that there was no consistent approach to load restraint, and there was a need to train appropriate employees in proper load restraint techniques.

As a result of the review, it was decided that the company would purchase trailers for those sites that utilise them

regularly. When trailers are required by a site on an irregular basis Mawsons will now hire trailers from a reputable supplier. Mawsons will also only purchase load binding equipment that is rated and fit for purpose and employees who utilise trailers regularly are currently being enrolled in a Nationally Accredited training course for Load Restraint.

This process is a good example of how the O4i system should function. The employee involved recorded an incident on the O4i system, and it allowed Mawsons to correct a potentially dangerous situation.

The O4i system is a vital part of our risk management process, and we encourage all employees to use it to help Mawsons provide a safe and productive workplace for everyone.

Steve McNair O.H. & S. Manager

CASTROL QUARTERLY SAFETY AWARD FOR JUNE 2013



Winner of the Castrol Quarterly Safety Award for June 2013

Mario Pigatto - Shepparton Nominated by Travis Price, Concrete Operations Manager

Mario won the June 2013 award for sourcing a vibrating table that is used to reduce the manual handling risk arising from the concrete testing process. The testing process involved mixing the sampled concrete by using a rod multiple times which required bending over the containers on the ground. The containers are now placed on the vibrating table installed in the rear of Mario's ute removing the need to bend and rod.



COVEY 7 HABITS UPDATE

Our recently conducted "7 Habits" course in Shepparton highlighted many aspects of building successful, enduring relationships.

One of the key foundation concepts is the critical importance of how we see the world through our own perceptions.

When we see people, so often our first impression determines how we think of them. Very often we perceive them not as they really are, but as we are. How we see others is a reflection of how we see ourselves.

If I am trusting, I see you as trusting. If I am positive, I see you as being positive. If I am loyal, I see you as being loyal.

How we see other things is based upon how we see ourselves. If you see yourself well, you will see other people well.

So if tomorrow you see someone as negative, sit down and take some time to think how you can change your own negativity.

Our next 7 Habits course will be in Cohuna in October and will again be facilitated by senior Mawsons employees.

ROCHESTER UPDATE

Out with the old and in with the new at Rochester



This picture shows a new weigh hopper and conveyor being installed at Rochester.

GLOBAL CORPORATE CHALLENGE



The undisputed champion of the Mawson Global Challenge is Sonya Camps, partner of Brian Hutson from Mawsons Barham Truck and Tractor. Brian did not wish to participate in the G.C.C. so he co-opted Sonya to take his place. Sonya is a fitness junkie and jumped at the opportunity to be a Mawson volunteer. When Sonya is not riding her bike, which is only on really wet days, she will hop on the exercise bike or the trampoline. Sonya averages between 50,000 and 62,000 steps per day which equates to 60 – 85 kilometres a day on the bike. A normal days ride for Sonya is from Barham to Cohuna and then onto Kerang and back to Barham, before breakfast. The shorter version is to ride to Murrabit on the NSW side and return on the Victorian side. Recently the G.C.C. sent her an email stating that there are two parts to the Challenge and the second part is to make sure that you get some REST.

Pictured left is Sonya with her bike

FAMILY DAY

Our Family Day this year will be held on the shore of Lake Cooper Quarries. We will be using the Victorian Water Ski Association Club Rooms as our base and our lunch and refreshments will be served from there. Entertainment, including a jumping castle, large slide, mini golf, segways, face painting and a clown for the little ones will be on offer. A tour of Lake Cooper Quarries and/or a visit to a local winery have also been arranged. Catering will be in the hands of well known caterers "Two Tarts" and the Rochester Football club will be serving the refreshments. All in all we expect to have another great day.

ENGAGEMENTS & WELL WISHES

Congratulations to Andrew Dobie and Lauren Williams on the announcement of their engagement. Our best wishes to you both.

Our best wishes go out to Peter Downs as he continues his rehabilitation following his serious motor bike accident earlier in the year. Peter is back at his home and attends physio two to three times per week in Benalla to aid his recovery and build up his strength. We look forward to seeing Peter back on the job.

WELCOME TO SIMONE



Where do you move if you've lived in London for 15 years? Cohuna of course!

Our new HR Manager, Simone Amoganga, may have spent the noughties in London, but she's a country girl at heart – having grown up in the Goulburn Valley (attending St Pat's in Tongala, St Aug's in Kyabram, and Notre Dame College in Shepparton). Simone's had enough congested city-living and is keen to re-immers herself in rural Victoria.

After Year 12, Simone embarked on a BA in Communications in Canberra. Upon graduating, she moved to London where she stayed for the next 15 years! During this time she completed a Masters in Human Resource Management and became a graduate of the Chartered Institute of Personnel and Development.

Simone's extensive HR career includes Unilever, Glaxosmithkline, British Airways, and most recently TimeWarner.

Simone is enthusiastic when talking about her interests and she includes music, movies and quality TV amongst her great loves "The HBO network holds a very firm place in my heart....when I start talking about my favourite programmes, it's hard to get me to stop! On the flipside, I don't (won't/can't) watch any reality shows – it was a dark day when entertainment went down that path". When you meet Simone, you'll notice her loud laugh so it's no surprise that stand-up comedy is one of her great passions. She loves to attend live comedy gigs, though part of the appeal of country life for Simone is that she greatly values her quiet time. She's a self-confessed bookworm and also loves to write whenever she gets the chance.

Step classes are easily Simone's favourite type of exercise, though she enjoys any type of choreographed aerobics. "If there's music and everyone's moving in sync to it, then I'm very happy".

Simone's friends are extremely important to her and she's looking forward to making many new ones in her new home in Australia, and her new role at Mawsons.