

BisConnect

Another year in review

Hello again, and welcome to the last issue of BisConnect for 2020.

This year has been quite different for a lot of us. We have travelled less, met in person a lot less and adjusted to a new normal, but at Bis we have made a conscious effort to focus on what's ahead of us and the good things to come out of 2020.

Our focus has also remained on continuing to execute our strategy of customer closeness, developing great people, and innovation through the development and commercialisation of new products.

This brings me to Auto-mate, our joint venture with Israel Aerospace Industries (IAI). In September, you would have seen that we launched Auto-mate to the industry. Auto-mate is a smart automation technology provider focused on the global resources sector. The goal is that Auto-mate will work with customers to provide smart and relevant automation solutions that provide increased value to miners. We are all very excited about Auto-mate and you can read more about the venture on page 2 of this newsletter.

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In the last issue of BisConnect, we announced our return to the Pilbara through our contract with Roy Hill. This win was another big achievement for 2020 and it continues to grow in support of the customer. We look forward to continuing to support Roy Hill and deepening the partnership through 2021 as we move forward.

Next year our focus will be no different. We will continue to be focussed on customer closeness and growth through innovation. In 2021, I look forward to updating you on new products that we have coming to the market. Also, we expect to bring you news as we further commercialise our existing products - REXX, Razor and now Auto-mate.

In this issue, we talk about the importance of succession planning and building great future leaders through our Emerging and Experienced Leaders Programs. Our Bis feature is Cassandra Jenkins who works in our North Sydney office and is our Group Manager Workers Compensation and Rehabilitation. The alumni feature is John Alexander. John worked at Bis for 41 years and has a remarkable story that I am glad to share with you.

While 2020 hasn't given us as much opportunity to catch up with our Alumni in person as we would have liked, we have enjoyed staying in contact, hearing about the amazing things our Alumni are up to and sharing the progress our business is making.

Wishing you all a safe and happy holiday period and I look forward to catching up with you in the New Year.



Brad Rogers
CEO

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Growing Great Leaders at Bis

It is said that an employee joins a company and then leaves their manager. At Bis, we want to make sure that we can prevent this from happening.

There's no shortcut to becoming a great leader, so that is why we have developed two programs that help us to develop, train, enable and nurture great leaders for today and for the future.

Emerging Leaders Program

Every year, as part of our ongoing commitment to developing a high performing and agile culture, we bring team members from across the business together for the Bis Emerging Leaders Program.

The program, facilitated internally, is targeted to new and potential leaders who may be team leaders, supervisors or even operator and tradespeople who will be ready for a leadership role in the near future. Over 200 employees have participated in the 2-day workshop so far, which is designed to equip employees with the tools to develop their leadership skills in managing themselves and their future teams.

Experienced Leaders Program

This new program was recently launched in partnership with

the Australian Institute of Management in Western Australia. We had been working on our redesigned program for many months, when we needed to quickly change our approach due to COVID-19. In a departure from our previous programs, this program is being facilitated online, with participants joining from our operations across Australia and Indonesia. The program consists of 5 ½ day modules, supported with General Manager coaching and additional learning opportunities from in-house experts.

The benefits of having strong leadership within an organisation are far reaching. At Bis, we look forward to continuing to focus on the future of leadership, leading in alignment with our Values and growing great leaders across our organisation.



Auto-mate



Bis is back with a new innovation and this time we are adding automation to our growing list of capabilities. In September, we launched a joint venture with Israel Aerospace Industries (IAI) called, Auto-mate.

This mutually beneficial 50/50 partnership allows Bis to enter the automation game, while IAI now have the opportunity to break into the mining industry.

With growing interest in automation, CEO Brad Rogers knew that if we didn't get involved, Bis would be left behind and out of a lucrative industry. Two years ago, Bis began research into what our customers were looking for in automation and the best partner to help close that gap.

Enter Israel Aerospace Industries. IAI is a large, advanced engineering company with a 15,000-strong workforce, 5000 of whom are engineers with world class expertise in robotics and automation. They have been designing and deploying robotic and autonomous vehicle and asset solutions for air, sea and land for over four decades, and have automated over 35 different asset types.

The plan for Auto-mate is to work with their customers to tailor the technology to their mine site's specific requirements. The system is interoperable, which means that it uses an open architecture model that allows connectivity with most existing systems. Regardless of the make, model or age of the asset, the company will automate the asset to the desired

appropriate level of automation.

It's uniquely flexible and is essentially a gateway to automation for small and big miners.

Along with Auto-mate, Bis is continuing to develop REXX, the game-changing pit hauler. REXX is currently completing a service contract with Newlands coal mine, with other vehicles heading to a mine site in Western Australia soon.

Also, Razor, our underground grader, recently took out the Best Product Launch at this year's Queensland Mining Awards.

For more information on Auto-mate visit <https://auto-mate.net/>

What makes Auto-mate different from the rest:

- We will automate your existing heavy mobile equipment regardless of make, age or model.
- The data generated from the assets belongs to you.
- Auto-mate provides automation on your terms.
- Our smart technology provides situational awareness and deep machine learning through systems and sensors embedded on the vehicle.
- Should communications be temporarily lost, the vehicle will keep operating in order to "complete its mission".



John Alexander



ALUMNI PROFILE



Bis to the core

John Alexander worked at Bis/Brambles for 41 years from 1968 until 2009, then he stayed for another two years as a consultant and officially retired in 2011.

Over those 41 years, John held the roles of Paymaster, Plant Controller/Allocator, Equipment Supervisor, Crane Supervisor, Crane Operations Manager, Metropolitan Regional Crane Manager, Quality Assurance Manager for crane operations, Crane Mentoring Manager, Special Projects Manager, Aboriginal Development Manager and finally National Indigenous Manager. As a well-respected member of the Bis family, John's achievements are made even more significant once you understand how he started out in the world.

John is a Goreng man who currently works for the Department of Justice as an Elder/Mentor for Aboriginal prisoners. The grandson of Woyung and the son of a mission girl Bella, both traditional yorgas (women) of the Goreng community near the south coast of Western Australia, John was raised in the care of wadjela (white people) after he was taken from his mother as a small infant.

We recently welcomed John and his wife Alice back to Head Office for NAIDOC Week, and realised that this alumni's story was long overdue to be shared.

"I pretty much spent my whole career at Bis/Brambles. It was hard for me to find work in the 1960's, so I did casual jobs here and there. My big break came in 1964, when the American's came to dredge the harbour for BHP and I got a job there."

From 1964 to 1968, John worked for a company called Dillingham Corp Dredging who were major clients of Brambles Cranes (then known as Dixon Brothers). He was then head hunted by the Brambles Crane Manager after the sudden departure of their Paymaster. From there, John continued to work his way up the ladder and decided to educate himself along the way.

"I was always impressed by white fella's who had letters behind their names. As I got older, I wondered if I could do more. So, I went to the Marine College in Fremantle and completed a degree in Nautical Science. Now, in school I was always told that I would never amount to anything, but I am very determined, and I used that. I then went to Murdoch University where I graduated with a Bachelor of Science (Environmental Science / Resources and Technology). Later, in 1995, I completed a post-graduate degree in Aboriginal Studies from Edith Cowan University. The oddest thing now is that I never use those letters!"

From his time at Bis, John remembers the "can do" attitude and welcomed the challenges his roles presented him with. His favourite moments at Bis came from his final 15 years with the company. It was during this time that John was working with Aboriginal communities all around Australia and on numerous

projects such as the LNG4 and Fairbridge Bindjareb Programs.

The LNG4 Program was a partnership between Brambles and Monodelphus where we trained and mentored Ngarluma Yindjibarndi people in the Roebourne area in 2001. The Fairbridge Bindjareb Program was launched in 2010. Bis was a founding partner, alongside Fairbridge and the Department of Justice. The Fairbridge Bindjareb Program provided cultural education, mentoring, and a range of technical skills to Aboriginal prisoners, which lead to employment opportunities in the mining and civil industries. This program has reduced the recidivism rate by over 50%, and is now run by Carey Training.

"Those last 15 years stand out from the rest because, as a business, we had a cultural awareness that was ahead of the times. The work we did within the Aboriginal communities wasn't a personal thing or about me - it was a commitment to a greater need. And to have Bis be recognised by my community as a company of first preference for Aboriginal engagement - and to still be respected like that today - is an incredible achievement. My role was to drive these programs, but it was the company who resourced the projects and set the policies."

Other areas that John found challenging and important, but also enjoyable included his work with crane incident investigations, mentoring young managers and teaching Aboriginal cultural protocols.

In his work outside of Bis, John has always been a champion of inclusion. Around 2007, he became a member of the Board of Governors of Fairbridge WA Inc. and not long after was appointed the first Aboriginal Chairman in the 100 years of Fairbridge operations. During his time on the board, John met with Governors, members of the Royal House of Norway, and created a 50/50 split of men and women on the Board (originally it was only two out of 12).

"The work we did within the Aboriginal communities wasn't a personal thing or about me - it was a commitment to a greater need."

"To me that metric is common sense. 51% of this nation are women, so female input is critical on all issues."

"Regarding the Royal Family of Norway, the Princess had requested to meet with someone from the Stolen Generation. She knew more about it than a lot of Australian's do and so we just sat and yarned. I would never have dreamt that I would be sitting and talking to a princess."

After all these years, John is still a proud member of the Bis family and true champion for the business.

"When I look at Bis today compared to those early years, I recognise a greater level of professionalism, a massive increase in technology and a more culturally diverse business. Finally, I am proud to say that Alice and I are still Brambles/Bis to the core and the colour still runs in our blood. You'll notice I say 'we' a lot when I talk about Bis. That is because we are very much indebted to Bis and whenever the company calls me to do something, I am more than happy to help."

"...I am proud to say that Alice and I are still Brambles/Bis to the core and the colour still runs in our blood."

Bis Values



ZERO HARM



PASSION



UNITY



EXCELLENCE



RELATIONSHIPS

My Bis – Meet Cassandra

Hi, my name is Cassandra Jenkins and I am the Group Manager Workers Compensation and Rehabilitation at Bis. I work in the North Sydney office and have been with Bis for many, many years. In fact, I started when Bis was still Brambles.

Brambles was my first foray into working life after uni. I was doing my honors at Sydney University and found out through my Thesis Supervisor that Brambles was looking for an IR Research Officer and within two weeks I had the job.

At the time there was a diverse employee relations landscape at the company and so it was a good platform to get involved in the IR space. After continuing with IR and HR roles for Brambles and Recall, I moved into an Employee Relations Manager role. Then an opportunity came up in Perth to bring some IR resources to the West. I spent around two years in WA before I decided I wanted to move back to Sydney. It just so happened that around the same time the person in the Workers Comp role was transitioning into a WHSE role in Perth and the opportunity presented itself to me. So, I crossed over to the dark side and the rest is history!

Workers comp was never front of mind for me but now I love it! It's an interesting space and as a business we have changed a lot. With the growth of the business through acquisitions our program has changed significantly. Now we are not only self-insured, but we have multiple state policies and we deal with niche insurers – which brings about its own set of challenges.

The work is also varied. No two days are the same, which keeps things interesting. Depending on where in the month we are our focus could be on reporting, working with General Managers on issues or initiatives, claim mode, or working with the team and mentoring and coaching them. We obviously aim for no injuries, but when they do happen, we need to be able to be responsive for that.

Working at Bis for so long I have been able to build some solid relationships and it may sound cliché but the people at Bis are one of the big reasons that I love working here. I love working with my team, I love watching them grow and develop and follow their own pathways. Across the broader Bis team, I have had the opportunity to work with Senior Leaders and then become one. It's great to work with people who are different to me and challenge my way of thinking.

Building on that, I have had so many opportunities to grow my career at Bis. Some have been sideways steps through some wonderful functions, others have been up and at one stage I was able to work closely with our CFO. The pathways that Bis has presented to me have been



amazing and the company has your back in these experiences. They say, “you’re a trusted and valued member of this team, you have demonstrated your capability so let’s nurture and support that and put a plan in place to set you up for success.” I don’t think that a lot of companies do that.

I am very proud of the career progression I have made here. It’s nice to be here for so long and have such varied roles and have the backing of the Leadership Team to go after those opportunities. Also, watching my team do the same helping create some of those opportunities is a proud achievement.

Another part of what I do that I am passionate about is helping other licensees on their journey in self-insurance. I have recently been appointed to the President for the licensee’s association – Safety Rehabilitation Compensation Licensees Association (SRCLA) – that represents all the licensees in our jurisdiction. It’s a collaborative group who are open and willing to share learnings to help each other out.

Outside of work I love to cook. Most Sunday’s you will find me in the kitchen meal prepping like a mad woman and that is my happy place. Also, in the last 12 months I have joined the gym and made that part of my weekly routine. Especially in these difficult times, it has been wonderful to have that outlet and feel good. And, of course, I love hanging out with my kids. I have two boys aged 6 and 8 and they are very active, so I play mum taxi to their many sporting and social engagements.

My kids are a huge reason why I am where I am today. There is an element of drive and determination to be the best at whatever I put my mind to, but also to be a good role model for my boys. I want to create a good life for them and that comes through sacrifice and my own grit and determination.

Throughout my career journey, I’ve had good leaders with whom I have been able to have open and honest conversations about who I am, what I bring to the table and where they can support and guide me. I think it is so important to have those mentors – formal or not – to be with you along the way for those conversations or sometimes to give you the push you need.

Join the Bis Alumni

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