

# BisConnect

## The Year Ahead

Hello and welcome to the first issue of BisConnect for 2021. It's been a steady start to the year and, after an eventful 2020, the team and I are in back-to-business mode and concentrating on the year ahead. Our focus for this year is heavily around Safety, Growth, Auto-mate, and Innovation.

Ensuring a Zero Harm work environment and culture is something we hold in the highest importance. Every day, across our sites and offices in Australia and Indonesia, we operate with the goal of ensuring a safe day that is free of serious injuries and harm to our people. We feel it's important to always keep a balanced perspective on Zero Harm as it is a never ending task. I regularly encourage all our people to remain focussed on working safely, as we continue to strive towards removing injuries from our business completely.

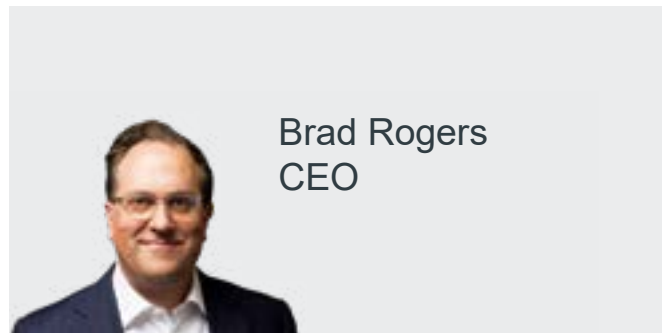
Last year was tough for coal but, in line with market conditions, we are starting to increase our activity again after a slow Q2. This is reflected in Bis winning a haulage contract at Hunter Valley Operations coal mine for Glencore and Yancoal. We have also secured a number of contract renewals and extensions including with AGL Macquarie, Whitehaven Coal, Granny Smith and BlueScope Steel. We have been working with BlueScope for over 30 years and are delighted to be able to continue our long-term materials handling contract with them. More on this on page 2.

Our joint venture with Israel Aerospace Industries, Auto-mate, is building momentum in the market and will be a key focus for 2021. Auto-mate is currently completing pilot work in Israel and I look forward to sharing more developments on the venture throughout the year.

After a year marked by separation and isolation, I wanted to find a way to reconnect with our people at Bis and create a forum for open dialogue and discussion. So, we have put together in-person and virtual CEO Sessions where team members and I can engage with each other on an informal basis to talk about business insights and general matters. Our first session was held on International Women's Day with Site Administrators in our head office. Connecting with the team and sharing ideas to make Bis better is something I am extremely passionate about. Hopefully, some of the ideas generated from these sessions can be turned into initiatives or products that I can discuss with you here one day. Until then, you can read about our first CEO Session on page 2.

Our Bis feature is a bright star in Safety, Fiona Eyre, who is the Safety and Sustainability Advisor at our Gunnedah operations.

I hope you enjoy this latest issue of BisConnect.



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## Supporting The Big Issue @ Work

**For the last few years Bis has taken part in supporting The Big Issue's Vendor Week, in particular the CEO Selling campaign.**

Due to COVID-19 restrictions, CEO Selling was postponed until later in the year and instead we were able to participate in The Big Issue @ Work. This meant we could still celebrate the vendors who continued to work hard despite a challenging retail environment.

Bis proudly welcomed vendor Sean to our head office in Perth in late February, where he sold copies of the latest Big Issue Magazine outside the building's coffee shop. Team members from Bis and surrounding businesses had a chance to connect with people at the forefront of this worthy cause.

Vendor Week is particularly important as it highlights the amazing vendors who are #ProudlyWorking every day to positively change their lives.

Bis has been an active supporter of The Big Issue Women's Subscription Enterprise for several years and is part of the Big 100 - a group of companies

who provide women experiencing homelessness, marginalisation and disadvantage with safe employment through the packing of the magazine.

Over the last two years, Bis has provided employment opportunities to 14 women through this partnership and we look forward to continuing to do so in the near future.



## Latest contract extension heralds in fourth decade at BlueScope Steel



**We are delighted to announce a contract extension to our long-term partnership with BlueScope Steel for its Port Kembla, NSW operation.**

The new contract for BlueScope Steel will include the continuation of equipment upgrades, replacements and improvements. After identifying a need for plant improvement to assist with productivity, further development of safety system enhancements and operator ergonomics, 17 existing forklifts will be replaced and two new additional forklifts will be added to the Port Kembla operation.

Bis has been in partnership with BlueScope Steel for more than 30 years. Our collaboration has been focused on a well-established and robust Continual Improvement Programme, value adding initiatives and a solid innovation platform.

The team at Port Kembla has built up an extensive steelworks' operational function due to the vast amount of site experience and knowledge.

## Bis is Celebrating International Womens Day

**Ensuring our employees feel connected, heard, and engaged with and by the business can be a difficult task when they're spread across 40 sites and two continents.**

Over the last several years, Bis has had a large focus on driving engagement within the business and bridging the communication gap - something vital to ensuring an innovative and problem-solving culture.

Recently, a new initiative was added to the fold. This new initiative is designed to give employees an opportunity to connect with Bis' CEO in an intimate group setting and talk about the issues that matter to them. The sessions are kept informal and done in person where possible or virtually via teams.

Bis CEO Brad Rogers said regarding the sessions, "I have always believed that we have some of the best and brightest people in the industry. That's why I am so passionate about finding a way to connect with the team and hearing what they think is working, what's not and how we can make Bis better from the people who know the company best."

The first session was held on International Women's Day at the Bis head office in Perth. Six women from our Administration team were invited to discuss hot topics over brunch with our CEO.



## New intelligent technology to increase driver safety

**Bis has always been inventive. We were proud of our industry leading efforts to design and commercialise new propriety innovation solutions to improve, and mitigate risk to, our people, environment and customers.**

Our "Virtual Operations, Insight and Control Environment" (VOICE) was established in 2014, and uses various proprietary and third party products, in a sophisticated safety control centre environment, to monitor haulage operations and operator behaviour on our sites across Australia and Indonesia.

Last year Bis collaborated with EDGE3 Technologies, a global leader in AI-based occupant monitoring solutions, to develop and migrate to a new intelligent in-cabin analytics system called Trifecta.

The Trifecta technology increases driver safety through real time vehicle and in-cabin monitoring of driver fatigue and distraction. This state-of-the-art technology collects, analyses

and reports on a driver's behaviour.

With this enhanced technology, driver fatigue and distraction profiles are monitored and high risk fatigue or distraction behaviours are pre-empted in real time and the operator and supervisor are notified via a message alert.

More than 180 Bis assets and fleets have been installed with the Trifecta safety technology across Australia and Indonesia and the results have shown a significant increase in driver safety. Incident

rates involving smoking breaches whilst driving and system tampering have decreased to zero and seatbelt breaches have trended downwards by 80%.

The Trifecta safety system has also led to a more rewards-based culture on site. We now recognise operators who consistently demonstrate high levels of professionalism and competency, through the identification of positive driver behaviours, in-cabin cleaning, notetaking and safely entering and exiting the truck.



## Harmony Day Photo Competition

**Harmony Week is about recognising and celebrating the amazing cultures that make up our country. Australia is one of the most successful multicultural countries in the world - it's one of our greatest strengths and something we should be very proud of.**

In March we asked our Bis team members to share photos on Beekeeper from around their sites and offices, that demonstrates diversity, inclusiveness, respect and a sense of belonging. We have asked our Beekeeper community to cast their votes for their most favourite photo.

We have loved seeing these photos from our team members and are proud of the diverse teams we have. Thank you for the support as we continue to build and maintain a diverse and inclusive workplace at Bis.

Our Port Kembla team in NSW was voted the winners of the Harmony Day Photo Competition. Congratulations to our team for showing a diverse and inclusive workplace! We also want to thank all the teams who has participated in the photo competition.



Harmony Photo Competition Winners | Port Kembla

## Our Values



ZERO HARM



UNITY



PASSION



EXCELLENCE



RELATIONSHIPS

## My Bis - Meet Fiona

**Hi, my name is Fiona Eyre, I am the Safety and Sustainability Advisor and 2IC at Gunnedah. I started working for Bis six months ago and am eager to be working with a great team in a great location.**

I have an Operational background, most recently specialising in organic and sustainable food manufacturing, distribution and logistics. Prior to this I worked at a major power plant as a safety and projects advisor specialising in earthmoving and maintenance contracts.

Taking this role at Bis is a great opportunity for me to continue my proactive work and care for getting the job done safely every time. I enjoy working in a field that has a great network and continue to make many positive connections with the extended Bis Team particularly the North East division of which Gunnedah is part of.

A typical day in Gunnedah starts before the sun rises. Being a key member of our operational team is exciting, I thrive on the opportunity to be involved in what makes our branch a great team delivering a great service.

When we are presented with a new challenge or encounter the unknown it is great to have such a strong network of support from both our local team and the extended Bis team. While we all work in different and sometimes remote locations, support is always accessible. Being new to the Gunnedah team, I have made sure that I understand the demands of our clients and have actively sought to build on key stakeholder relationships.

In my down time I enjoy spending time with my family. I am a wife and mum of two young children with very creative souls and spending time with them is the ultimate enjoyment.

Outside of my family I spend a lot of time planning and carrying out renovations, it is a never-ending love hate relationship but I ultimately love the challenge and am excited to see the finished project in the end.

I am a firm believer in pushing my own limits and exploring what I am truly capable of both physically and mentally. I like to step outside of my comfort zone and try new experiences.

A few years ago I started competing in ocean swims, even with a shark phobia! There's not too many country



girls in those events but I thought why not give it a go? I also put myself through a grueling weights schedule at the gym, because I know that each day presents a challenge and an opportunity for further success.

**“Taking this role at Bis is a great opportunity for me to continue my proactive work and care for getting the job done safely every time”.**

I am proud that I can share my health and fitness goals and values with our team in Gunnedah, and hope that the little knowledge I can impart on them can also challenge their perceptions of what can be achieved when you push through the barriers.

We have a good team out here in Gunnedah, and what I like most about Bis is the opportunity to work with a diverse range of people. It is a great experience to talk with our drivers each day and form connections - a chat and a laugh can go a long way. It is also so encouraging to work in a team with great women, pushing that barrier that this is an industry dominated by men. I am all for equality but need to shout out to all the women I work alongside who do amazing jobs of balancing work and life in general. You are all amazing and so supportive. It is so encouraging to see women in these roles paving the way for future female leaders.

I am fortunate to work in Gunnedah, the township itself typifies rural community values but with the benefits of mining career opportunities. I look forward to continuing to define what I am capable of and working for Bis has been a great place to capture these new opportunities.

### Join the Bis Alumni

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