

news



TOMAGO'S OUTSTANDING
**SAFETY
CULTURE**
RECOGNISED

HARD HATS OFF TO
**OUR 2018
INNOVATORS**

BUSINESS SAVINGS ON TRACK

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CEO MESSAGE



Do you have an interesting story to tell? If you have a suggestion for TAC News please contact Katie Burns at katie.burns@tomago.com.au

MATT HOWELL – CHIEF EXECUTIVE OFFICER

**Colleagues,
Welcome to this edition
of TAC news.**

What a year!

Let me take this opportunity to thank everyone for their ongoing commitment and hard work over the past 12 months. It has been a big year, our 35th in business, and we have a great deal to celebrate.

Tomago's outstanding safety culture and commitment to innovation has been firmly in the spotlight over the last month, which is testament to the Mates looking after Mates mind-set we are embracing right across the business.

The SafeWork NSW Awards are the premier safety awards in the state and to be named in the top three for the Overall Safety Culture is an outstanding achievement. We were judged on excellence in all work, health and safety aspects from our robust systems through to our employees' commitment to keeping each other safe and supported at work. Well done to Trish Rapley and her team for putting together such a comprehensive awards submission and hosting the SafeWork representatives when they came on site. The accolades don't stop there with Tomago

also being named a finalist in the Hunter Manufacturing Awards in October.

Also on celebrating success, we recently held our annual Tomago Innovation Awards evening. It is a pleasure to recognise and celebrate individuals and teams for their efforts to improve operations here at the smelter. The awards recognised leadership and innovation that saved the business around \$4million. An outstanding effort that shows how our staff are the best when it comes to initiating workplace change that can have a positive impact for everyone. A highlight for the awards was the overall winner, which went to our Pacman Waste Recovery team, rather than an individual winner.

We recently held another successful Supplier Awards function to recognise outstanding work from our service and material providers. The Procurement team put on another highly enjoyable function and I know how much our suppliers appreciate and value the recognition they receive from Tomago. I believe we are one of the only businesses in the region that does this.

Honouring our commitment to continuous improvement, we have engaged business

improvement consultants Aquila to help us deliver sustainable cost savings right across the business. We have given our owners a commitment with a particular focus on supplies, expenses and consumables. It is no secret the rising cost of energy, raw materials and alumina has impacted negatively on our business and we need to instil a culture of getting value from every dollar we spend – treat it like it's your own money!

In relation to safety performance data we are tracking very well for 2018. Not only are we seeing sustained low numbers of recordable injuries, but the severity of those injuries is at record lows – as measured by the lost days. Coupled with the low cost of all injuries, this is the true measure of improvement. We are putting a major focus on process safety; understanding what critical controls must be checked and verified each shift to keep our people safe.

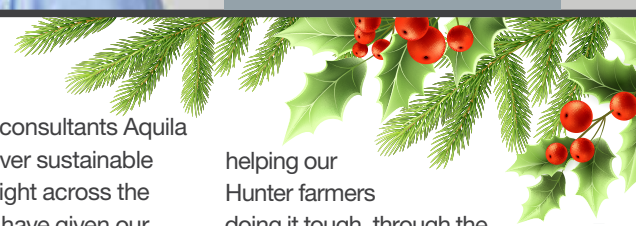
Tomago's workforce feels like one big family, so it was great to see more than everyone come together to celebrate our milestone with their own families – more than 1000 people attended making it our best Family Picnic Day yet. I was especially heartened by the generosity of everyone when it came to

helping our Hunter farmers doing it tough through the recent Buy-A-Bale fundraising collaboration with Rural Aid. The figure raised far exceeded expectations, and with the company matching employee donations dollar-for-dollar, we raised \$50,000 which is a lot of hay. In the years the smelter has been operating, our employees have contributed more than \$1 million to needy causes.

This time of year is a great chance for many of us to relax and enjoy some much-needed time with our families. I know not everyone is so lucky and I want to extend a special thank you to the employees who will hold the fort, working around the clock over the break to keep the business thriving.

On behalf of the entire Management Team, I wish everyone a relaxing and happy Christmas with their families. Stay safe, stay cool and have a wonderful holiday period and enjoy a Christmas ham and pudding on us!

Best regards,
Matt.





HARD HATS OFF TO OUR 2018 INNOVATORS

SWAPPING THEIR HARD HATS FOR THINKING CAPS, TOMAGO EMPLOYEES CONTRIBUTED TO MORE THAN \$4 MILLION IN SAVINGS THIS YEAR THANKS TO SOME INNOVATIVE IDEAS.

These ideas were celebrated at Tomago Aluminium's annual Innovation Awards, held in October, where individuals and teams were recognised for their efforts to improve operations at the smelter.

More than 300 employees were nominated for awards, showing the commitment Tomago Aluminium employees have to innovation. The overall winning team will be treated to an exclusive group event in the Hunter Valley and individual winners each received a Travel voucher worth \$2,500.



Innovators of the year **PACMAN WASTE RECOVERY TEAM**

Shane Filip, Darren Godwin, Dallas Isaac, Sam Ryan-Allen, John Thorne, Mat Dunning, Josh Albers, Chad Gallagher, Darryl Frew, Jason Giddins, Tony Camps, Peter Mexon, Aaron Mexon, Aiden Pont, Ken Stock, Wade Foster, Katrina Whiteley, Mal Muddle, Ben Heil, Lauren Smyth & Danny Oakley.

These 21 dedicated people developed a system for reusing waste. By reintroducing 7000 tonnes of pacman waste back into cells over a six month period, the team will transform a \$3M waste pile into \$3M cash by converting the waste into saleable material.

**Excellence in
Cost & Waste
Reduction Category
INDIVIDUAL WINNER
TROY MARTIN**

Troy solved a waste problem. He used redundant cell materials, previously written off in the budget, to reduce the cost of rebuilding new ones. By following his idea through to fruition he has saved the business \$740k in 2018 alone.



From left:
Mal Muddle,
John Fraser, Johan
Kruger, John Neil &
Alex Deacon from the
Boilermaker Team.

TEAM WINNERS

The Boilermaker Team – John Fraser, Johan Kruger, Simon Gayner, Mal Muddle, Alex Deacon & John Neil

Work has previously been completed by a number of long term contractors. The decision was made to trial having 1 boilermaker internally to improve repair standard onsite and improve our processes. This project has delivered over \$500K in savings as well as significantly reducing turnaround time of breakdown jobs. The team have now employed a further 3 Boilermakers that are based in departments for the first time, delivering a further \$300K saving with increased flexibility.





Innovation in Health, Safety and Environment INDIVIDUAL WINNER – JUSTIN HINE

Justin identified an opportunity to improve the safety of all CPO employees, by interlocking the furnace doors to prevent the introduction of molten aluminium into the furnace when conducting permanent wet scrap remelt. This simple idea has improved the overall safety through an engineering control.



From left:
Neil Morgan, Steve Blundell,
Greg McLoughney, Neil Lindus,
Craig Rogers, Trish Rapley,
Dan Lines, Scott Fauchon,
Phil Carpenter, Craig Broadbent
& Nick Landrigan from the
mates Looking After
Mates Team.

TEAM WINNERS

Mates Looking After Mates Team
Trish Rapley, Steve Blundell,
Scott Fauchon, Neil Lindus,
Craig Broadbent, Brad Mace,
Nick Landrigan & Greg McLoughney,
Nat Godwin, Dan Lines, Craig Rogers,
Neil Morgan & Phil Carpenter

The team coordinated the delivery of the Mates Looking After Mates program that was successfully rolled out across the site. They coordinated the content and delivered over 100 sessions to employees and contractors often working outside their normal hours accommodating business needs. This program has led to recognition by SafeWork NSW and has helped to build a culture to be proud of here at TAC.

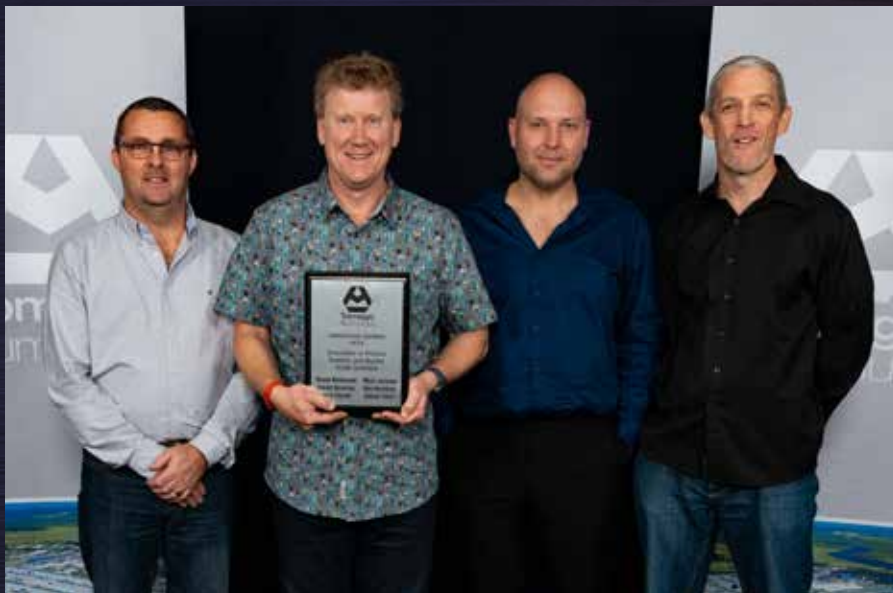




Innovation in Process Stability & Quality INDIVIDUAL WINNER – DARRYL FREW

Darryl has made a significant individual contribution to the power consumption improvements achieved in Liquid Metal. He identifies & strives for continuous improvement in the liquid metal process and is constantly turning Big Goals into practical & achievable plans delivering many \$Millions value to Tomago each year.

Below from left:
Mick Jackson, Trevor Beverley, Ben Henshaw & Keiran Twiss from the Auto Anode Gauge Change Team.



TEAM WINNERS

Auto Anode Gauge Change Team
Shane McDonald, Trevor Beverley,
Jerry Tawalo, Mick Jackson, Ben Henshaw
& Keiran Twiss

The team developed a suitable method of adapting anode position measuring equipment to the PTA cranes, then successfully rolled out the installation in a compressed time frame to achieve system operation prior to the hot summer season. The primary impact of this project has been an improvement in safety by removing the operator from the hot environment and also an improvement in production.

SUPPLIER AWARDS

A solid supply chain is the undercurrent of success for any business. At Tomago, we recognise the vital role our suppliers play in keeping our business thriving and each year in early November we pay tribute to our partners at the Tomago Aluminium Supplier Awards.

Now in their 13th year, the awards recognise our providers that go over and above to not only support operations, but help Tomago thrive.

COLLABORATION WAS THE KEY TO A SUCCESSFUL SUPPLIER RELATIONSHIP, GORDON WILSON, PROCUREMENT MANAGER SAID.

“Our providers often feel like an extension of the team,” Gordon said. “Working together with the common goal of making sure Tomago Aluminium thrives in the face of changing industry trends within the business.”

The award recognised as the one to win – the Environment, Health and Safety Award – this year went to certification, testing and inspection company Bureau Veritas, which is based at Cardiff.

Another local company and long-time supplier, Focus on Safety, was also recognised for outstanding training services.

MC Duties and music on the night was once again provided by Tomago’s own Tony Camps with a performance channelling David Bowie. The special guest on the night was Vince Sorrenti who had the audience in stitches, plus other musical acts that contributed to the celebratory atmosphere.





“ WHAT OUR SUPPLIERS SAID:

“You made my week thanking RIG for the efforts we put in assisting on site during the cranes issue, I’ve been proud to lead the RIG team over the last 15 years and will continue to carry on the excellent service to Tomago Aluminium,”

Geoff Edman, Rig Installations.

“Tennant Australia are grateful for your acknowledgement and look forward to continuing to work alongside Tomago Aluminium in 2019,”

John Mira, Tennant.

“Thank you to all involved in making the supplier awards such a success,”

Leigh Andrews, Morgan Advanced Materials.

“This was our first time experiencing this event, wouldn’t it be great if all companies did this,”

Michelle Broadbent, Morgan Advanced Materials.



Other winners at the 2018 TOMAGO SUPPLIERS AWARDS

Best Materials Tier 1
P-D Refractories

Best Materials Tier 2
Custom FluidPower

Best Materials Tier 3
Field Furnace Refractories Pty Ltd

Best Service Tier 1
Fives Services Newcastle

Best Service Tier 2
Ross Tyres

Best Service Tier 3
Nalco Water

Best Offsite Service
Regain Services

Best Raw Materials
SEC Carbon/Sumitomo Corporation

Best Value Add
Statewide Bearings





From left: Scott Fauchon, Simon Mitchell, Craig Broadbent, Steve Blundell, Trish Rapley, Craig Rogers, Kate Brown, Brad Mace and Anthony Cook at the SafeWorks NSW Awards dinner.

TOMAGO'S SAFETY CULTURE NSW TOP 3

TOMAGO ALUMINIUM'S WORKPLACE HEALTH AND SAFETY CULTURE WAS RECOGNISED AMONG THE BEST IN NSW AT AN INDUSTRY GALA AWARDS CEREMONY HELD IN SYDNEY IN OCTOBER.

The SafeWork NSW Awards are the premier safety awards in NSW and celebrate innovations that foster safety.

"To be named as a finalist in this prestigious award category is amazing in its own right," Tomago Safety Advisor, Trish Rapley, said.

Out of 27 businesses nominated in this category TAC was chosen as one of the top six businesses to progress to a site visit from SafeWork officials. From there the organisation was named as the top three finalists in NSW.

"This is a cultural award so we had to demonstrate continuous improvement, highlight our excellence in work, health and safety and demonstrate that we have robust systems in place," Trish said.

"The inspectors spent a long time on site and spoke with the CEO, members of the Health and Safety Committee along with a variety of employees and it was clear they were impressed," she said.

Trish was also able to highlight to SafeWork inspectors many of the ways that Tomago demonstrated a commitment to continuous improvement. Employees are regularly encouraged to



engage through initiatives like Breakfast with the Boss, the Good Ideas page, Wins of the Week and the Innovation Awards.

The Mates Looking After Mates program also captured the interest of the judges. This was an intensive training workshop featuring the powerful film "Coming Home". The workshop also includes group discussions about risk normalisation and complacency, the importance of identifying hazards, tips on how to have a courageous conversation and having the courage to approach a workmate if they are at risk.

"We work in a large and hazardous workplace and it's imperative to have good control measures in place, but we are human, which is why it's also great to have an extra set of eyes looking out for each other," Trish said.

"Safety Performance data was also used to support our application; this highlighted a decrease in recordable injuries and severity rates and an increase in hazard and near miss reporting."

There has also been an increase in the utilisation of the EAP, which supports the work being done to encourage people to seek help for issues that affect their mental health.

"You can't fake culture," Trish said. "And we have a safety culture here to be proud of."

Well done everyone.



TOMAGO EMPLOYEES DIG DEEP FOR FARMERS

Buy a Bale co-founder, Tracey Alder, visited the smelter in September to collect the generous donation and enjoy a morning tea with employees.

TOMAGO ALUMINIUM EMPLOYEES DUG DEEP IN SEPTEMBER, DONATING \$50,000 FOR FARMERS DOING IT TOUGH THROUGHOUT THE DROUGHT-STRICKEN HUNTER REGION.

Tomago Aluminium CEO Matt Howell said the employee-led initiative was the biggest single donation of its kind for the organisation and reflected just how important the cause was to the workforce.

The money was donated to Rural Aid, Australia's signature drought assistance program, to be used for the Buy a Bale campaign.

"Community is at the heart of everything we do here at Tomago Aluminium," Matt said.

"There are so many of our workforce that have strong links to Hunter farmers who are doing it tough. The initiative is a direct

result of our employees seeing what local farmers were going through and wanting to help."

The employees initially set their sights on a target of \$9500 – which according to Rural Aid buys you one semi-trailer load of hay. Matt pledged to match the total amount of employee contributions dollar for dollar.

"With just one week of promotion, over 500 employees donated out of their pay bringing the total amount to \$21,000, which far exceeded expectations," he said.

"We extended the campaign another week and managed to bring the total amount to \$50,000, which I am told is a lot of hay bales."

Buy a Bale co-founder, Tracey Alder, visited the smelter in September to collect the generous donation and enjoyed a morning tea with employees.

"What an amazing show of generosity for Tomago Aluminium employees to raise so much in such a short time," Tracey said.

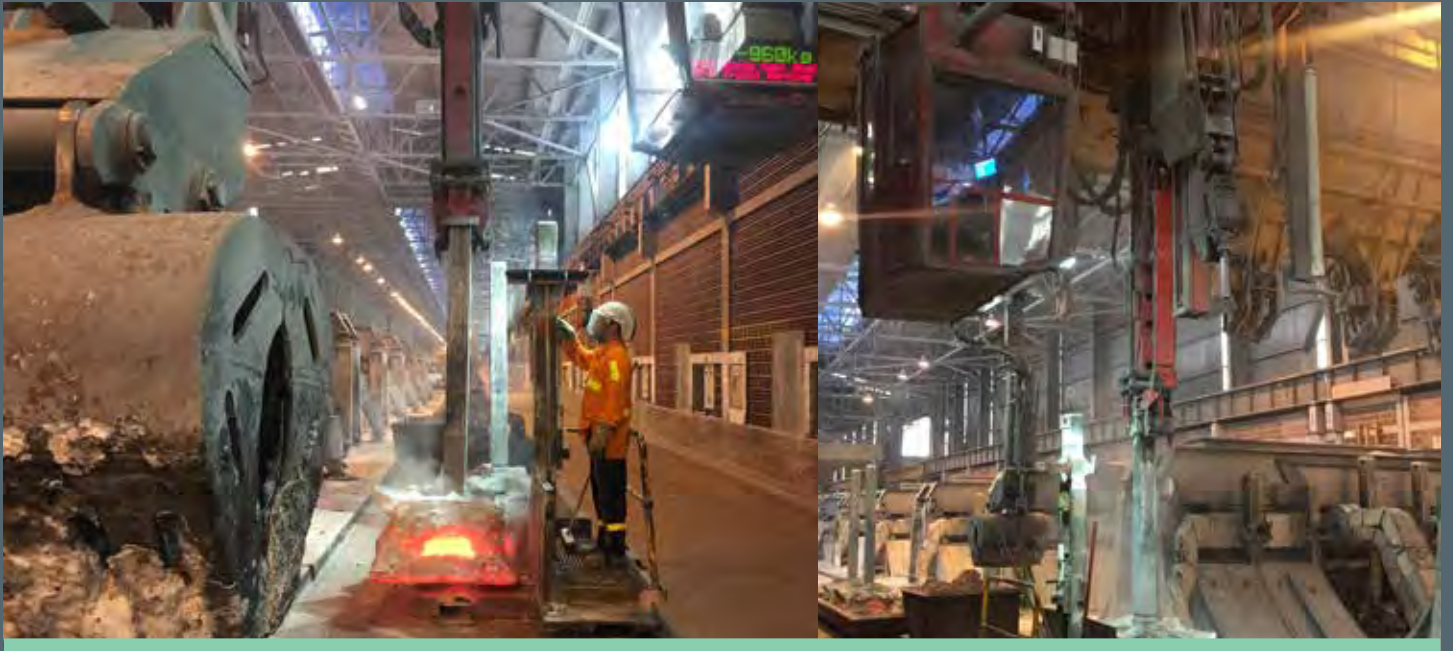
The donation would fund the equivalent of nine semi-trailers of hay and feed, plus provide for other vital supplies to go to families on the land, she said.

"It makes such a difference to our farmers, a lot of whom are struggling to not only feed their animals, but also their own families."

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“WHAT AN AMAZING SHOW OF GENEROSITY FOR TOMAGO ALUMINIUM EMPLOYEES TO RAISE SO MUCH IN SUCH A SHORT TIME,” TRACEY SAID.

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AUTO ANODE GAUGE CHANGE WELCOME RELIEF THIS SUMMER

TOMAGO HAS UNVEILED AN AUTOMATED ANODE GAUGE THAT WILL HELP ITS POTLINE OPERATORS KEEP THEIR COOL THIS SUMMER.

No longer will the operator need to stand on the anode gauge around the hot butt, nor will they be required to stand on the slab to guide a new butt into position in the pot, thanks to new anode gauge technology rolled out just in time for summer.

“All that the floor operator will be required to do is take the pot hoods off and give the slab a quick sweep, the rest of the time can be spent away from the extreme heat that is emphasised on a hot day,” Tomago’s Liquid Metals Superintendent, Phil Brown said.

Not only is this a significant safety improvement, but it will deliver improved current

efficiency that translates to significant cost savings for the business, he said.

Another benefit is less rework, due to the accuracy of the setting, meaning less anodes will require raising at a later date. Phil explained that each pot is comprised of 16 anodes which are changed every 22.5 days.

Every anode is set at the same height, but if one is lower it causes inefficiency in the pot and results in not making as much metal.

“The gap between the bottom of the anode and the metal is only 25mm, and that’s where the magic happens,” Phil said.

Of all of the energy used in the process, 60% of it goes across that 25mm gap.

“If you get the anode plane wrong you waste a lot of the energy converting aluminium

back into alumina, which is called a back reaction.

For every tonne of aluminium you make you are going to waste energy turning it backwards and forwards decreasing the efficiency.

“We want to make as much as we can for the smallest amount of electricity as possible. Every time we convert aluminium back into alumina it’s a complete waste of time, money and energy,” Phil said.

Automating the gauging process has removed the operator from the hottest part of the task.

“The way we used to gauge anodes was very hands on with the operator standing next to the hot anode.

“If it’s 40 degrees outside it’s upwards of 55 degrees in the Potlines. Operators are wearing woollen PPE and

standing next to the pot that’s at 960 degrees so it can get quite uncomfortable.”

The change has received positive feedback from operators.

“You don’t have to go far to find an operator that raves about the improved conditions,” Phil said.

“I call this one an easy win. It’s good for our technical results but much more comfortable for our people.”

Phil has praised the work of all involved.

“The project was driven by Shane McDonald who communicated with the crews and other supervisors, Keiran Twiss and Jerry Tawalo who were instrumental in the developing and commissioning phase, plus a big contribution from the team in Maintenance.”

INNOVATIVE SOLUTION TO ALLOW CONTINUOUS CASTING

A MULTI-MILLION DOLLAR PROJECT IS UNDERWAY THAT AIMS TO INCREASE CASTING CAPACITY AND REDUCE DELAYS IN TOMAGO'S OPERATIONS. ONCE COMPLETE, THE PROJECT HAS THE POTENTIAL TO CREATE AN ADDITIONAL CASTING CAPACITY OF 75,000 TONNES PER YEAR.

No easy feat, according to the person heading up the project, Ingot Chain Engineer Michael Shaw.

"The closure of neighbouring Midal Cables was the catalyst for us looking into our own capacity shortfalls," Michael said.

Last year Tomago cast approximately 500,000 tonnes of ingot, 50,000 tonnes more than previously.

"Midal were buying liquid metal off us which gave us an advantage – we didn't have to cast around 50,000 tonnes," Michael explained. "So when Midal

closed, we had to make all that liquid metal into solid metal through our own Casthouse, which meant we frequently had a deficit in casting capacity."

The result of the casting capacity deficit was regular periods of delayed metal tapping. Michael was tasked with figuring out just what was driving the delay and how this could be improved. A solution provides the potential to achieve millions of dollars in savings through potline efficiencies.

"We investigated a number of methods that aimed to increase casting capacity and reduce delay frequency," Michael said.

"Of the four ingot chains, three are fed continuously by two furnaces, allowing for a non-stop pour," he said.

However, the challenge remained to convert the fourth ingot chain to a continuous caster.

"Space in that area is tight already without trying to add other equipment," Michael said.

"Due to the space limitations, it is impossible to install another furnace to feed the non-continuous caster".

The solution? Installing a launder to the non-continuous caster (Ingot Chain 6) across from one of the existing ingot chains (Ingot Chain 5) to feed metal continuously. This enables Ingot Chain 6 to be fed simultaneously from the same furnace as Ingot Chain 5 facilitating a non-stop pour on both casters.

"What we didn't bank on was just how significant the loss in temperature will be when the molten metal is diverted to the outer ingot chain. With the use of electric heaters, we are able to heat the launder and keep the molten metal hot enough as it moves along the launder. Electric heaters are key to the project's success."

At the time of interview, this project was in its engineering design phase with planned installation by the end of 2019.



NEW RECRUITS POWERING GENDER DIVERSITY AT TOMAGO



During the early years of operation, Tomago Aluminium's workforce consisted largely of men. Today, Tomago is helping to break some of the stereotypes around women in heavy-industry roles, bringing employee conditions in line with the changing face of its workforce.

IN 2018, MORE THAN 20% OF NEW RECRUITS AT TOMAGO ALUMINIUM WERE FEMALE.

Currently females make up around 8% of Tomago's 1000-strong workforce, a sharp rise from three years ago when the figure sat around 4%.

While that may seem like a small percentage, it means nearly every crew on site contains at least one female member.

The influx has led to a number of changes aimed at retaining female employees including improved change room facilities and general amenities in the operations areas, bringing parental leave standards for operators and Trades in line with staff and adapting roles so that whatever stage of pregnancy women can still work – with medical advice.

Two years ago, Tomago Aluminium improved paid parental leave to all staff, but only recently opened up the same conditions to its operator and trade group. Non-primary carers are also offered the option to take up to an extended two weeks paid leave when their child is born.

"We want to remain at the forefront of industry conditions and be known as an inclusive workplace," Simon said.

"We launched a consultative group aimed at improving both the female working environment and fostering overall inclusion and diversity."

Providing safe work options for pregnant operators and flexible return to work options remains a focus, he said.

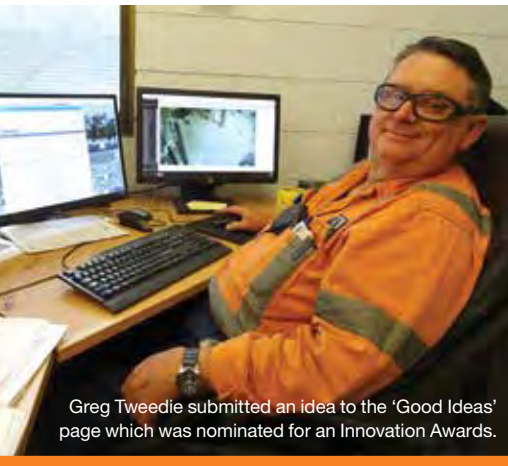
"It could mean working reduced hours, reducing operational tasks or moving into other supporting roles – all of which maintain the worker's normal rates of pay. It depends on the individual pregnancy and their doctor's advice."

Tomago management's priority has been finding the right combination of support that will help attract and retain female staff including flexible hours, job-share arrangements and accommodating childcare needs.

"From a historical perspective the majority of our roles were in what was generally considered a male occupation," Simon said.

"But times have changed and as a business we need to remain relevant, with policies reflective of our workforce. We realise there will be challenges for parents to find childcare with the hours of coverage and the needs of shift work, so we are looking into how we can structure it to ensure the primary carer can still have a work life balance when returning to work."

This could include starting a conversation with local providers and neighbouring businesses, he said.



Greg Tweedie submitted an idea to the 'Good Ideas' page which was nominated for an Innovation Awards.

Tomago Aluminium CEO Matt Howell is passionate about making sure his employees feel heard. That sentiment filters through the entire Tomago leadership team, People, Safety and Environment Manager, Simon Mitchell said.

“The single biggest challenge companies face today is to ensure their workforce feels heard,” he said.

“People have to feel comfortable raising concerns. At Tomago, we make sure there are many avenues to connect with employees.”

“I’m an advocate for all employees to feel supported and encouraged to bring up any ideas they have to make the business more efficient. Over the last couple of years we have created lots of different forums for just that.”

Managers regularly hold Listening Lunches across the plant and fortnightly the CEO hosts a popular initiative called Breaky with the Boss. Here, Matt delivers a business update on Tomago’s safety and environment performance before opening the floor for an open forum chat.

Another forum for employee engagement is through the web page called Good Ideas.

Employees are encouraged to submit their ‘good idea’ for change within the business, which is reviewed weekly by the management team and any outcomes communicated with the employee.



SOME PAST GOOD IDEAS WERE EVEN RECOGNISED WITH INNOVATION AWARDS, SIMON SAID.



The business also has Employee Consultative Committees which meets once a month to discuss plant improvements and the business makes a point of celebrating employee achievements through the weekly communication Wins of the Week.

Last but not least, let’s not forget the quarterly publication of this very magazine, TAC News.

YOU'RE THE VOICE

WHAT WOULD YOU DO IF YOU WERE CEO FOR A DAY?



Employees working together to help keep our plant clean.

TOMAGO'S SPRING SPRUCE UP

EACH YEAR TOMAGO EMPLOYEES ROLL UP THEIR SLEEVES AND SET TO WORK CLEANING THE HARD TO REACH NOOKS AND CRANNIES OF THE SITE

Now in its fifth instalment, the annual spring clean has a different area of focus each year.

This year, employees efforts were turned to pressing environmental aspects – carbon, dust and fluoride runoff.

“We make it a priority to get on the front foot of our environmental responsibilities as set out in our EPA licence,” Tomago Senior

Safety and Training Advisor, Kate Brown said.

Many staff from all areas of the business got involved and it was great for our office staff to get out and around the site for something different.

“Everyone kits up and heads to the area of focus to lend a hand on the end of a shovel or broom – whatever’s needed,” Kate said.

It was all hands on deck this year with 15 smaller work groups across the entire site. “Everyone was willing to lend a hand – even in the rain.”

Participants were treated to lunch at the Canteen afterwards as a thank you for getting involved.



LOVE THY NEIGHBOUR

HEAVY INDUSTRY AND RURAL TRANQUILITY MIGHT SEEM AN ODD COUPLE BUT SOMEHOW, AN UNLIKELY PAIR HAVE BEEN MAKING IT WORK FOR MANY YEARS.

There is no arguing the fact Tomago Aluminium likes to be a good neighbour and has been a big supporter of the bordering Hunter Region Botanic Gardens for close to 30 years.

For its part the garden, operated by a huge band of volunteers, likes having its honorary big brother close by.

Over the past 12 years Tomago has helped the botanic garden financially, with more than \$60,600 donated to the 140-hectare site. Most recently a \$5,000 grant enabled the upgrade of the outdoor volunteer facility and function area.

With volunteers now reaching the 200 mark and private functions increasingly held at the gardens, the facilities were welcomed by all. For this year the gardens were announced as best Tourist Attraction by the Port Stephens Examiner.

Hunter Region Botanic Gardens Visitor Services Manager, Jennifer Mason, said the relationship between TAC and the botanic gardens is a strong one.

“Tomago Aluminium is not only a great neighbour but a great asset to us as well,” Jennifer said.

As well as helping the Gardens financially, Tomago has also helped physically.

After the 2015 super storm that swept through here Tomago was fantastic, helping us out with machinery and helping us with the clean-up after the storm that left the gardens much worse for wear.”

“We have a good population of rock wallabies here, some with joeys in their pouches, and there are also more than 90 bird species. The Hunter Valley Beekeepers Association have a number of hives on the grounds and they sell their honey through our shop.

And happily, when the beautiful garden meets modern industry, it really is a case of ‘love thy neighbour’.



The upgraded outdoor volunteer facility, funded by Tomago Aluminium.



A LOOK BACK ON A HUGELY SUCCESSFUL PICNIC DAY

In celebration of 35 years of business, Tomago's family picnic day was held with fanfare at the historic Tomago House in September.

It was a real festival atmosphere with plenty for the kids to enjoy including a jumping castle, bungee trampolines, face painting, a giant inflatable slide, a rock climbing wall plus free ice creams, fairy floss and slushies.

The bigger kids enjoyed some live music courtesy of our very own Tony Camps and a free BBQ and Mexican food truck. Back by popular demand were bus tours of the plant, giving family members some insight into where Mum or Dad spend their time.

CEO Matt Howell said it was the most successful picnic day yet with more than 1000 people attending.

"Tomago's workforce feels like one big family, so it was great to see everyone come together to celebrate our milestone with their own families," Matt said.

The plant tours were particularly popular on the day, he said.

"I spoke to a number of people on the day that had heard all about their loved one's workplace and enjoyed the chance to see it for themselves."

A raffle raised \$2000 on the day which was donated to Tomago House for the upkeep of the historic property.





BREAKING BREAD WITH THE BOSS

TOMAGO ALUMINIUM HAS THRIVED THROUGH 35 YEARS OF BUSINESS BY REMAINING NIMBLE TO THE HIGHS AND LOWS OF INDUSTRY CHANGES, ALL THE WHILE FOSTERING ITS COMMITMENT TO INNOVATION.

The business is still standing proud along with a number of employees that have been here since the very start.

To commemorate the milestone CEO Matt Howell hosted a series of lunches with each and every employee celebrating their 35 years of service.

“It’s easy to get nostalgic when reflecting on 35 years of relationships, career highlights and industry changes,” CEO Mat Howell said.

“Together, this group of foundation employees have seen it all. It’s great to be able to get together in an informal setting and not only celebrate their 35-year achievement, but thank them for their loyal and continued service.”



“

IT’S GREAT TO BE ABLE TO GET TOGETHER IN AN INFORMAL SETTING AND NOT ONLY CELEBRATE THEIR 35-YEAR ACHIEVEMENT, BUT THANK THEM FOR THEIR LOYAL AND CONTINUED SERVICE.

”





Aquila Director of Operations, Marco Costa.



L-R: Adriana Badaro, Andrew Rangel and Nelso Buzzi Neto from Aquila

BUSINESS-WIDE TRACKING HELPS TOMAGO

HARNESS ITS POWER

CUTTING COSTS IS ARGUABLY A QUICK AND EASY WAY TO IMPROVE PROFITABILITY OF ANY BUSINESS, BUT IN ORDER TO SUSTAIN COST EFFICIENCIES WELL INTO THE FUTURE, IT REQUIRES A CULTURE OF REDUCING LOSS AND WASTE.

Tomago hopes to achieve this by bringing in an independent corporate advisory service, Aquila, who will help the company create a roadmap for continuous improvement to generate a higher return and instil a culture of cost-saving awareness among its employees.

Aquila will spend 15 months supporting Tomago’s business improvements, looking at everything from a granular level. The target is for \$10 million in cost savings across all aspects of the business with a

particular focus on supplies, expenses and consumables.

The initial phase will identify areas of improvement and then Tomago’s team leaders will be supported to start embedding any changes gradually in 2019.

The move was driven by a number of factors, project leader, Jacques Cronje said.

“We’ve been accumulating some additional expenses through power costs,” Jacques said.

He cited a challenging market with fluctuating aluminium prices and the impacts of foreign exchange rates.

“While you can’t change the market, engaging Aquila is a way for us to do what we can to drive cost savings and show our owners we are trying to do whatever is within our control,” he said.

“Our aim is to ensure all employees are working together to ensure the stability of the plant and really embed that culture of continuous improvement.”

Last time Aquila were engaged at Tomago they spent six months focussing on the Liquid Metals area – identifying consumable cost supplies and expenses, making employees aware of their usage, resulting in reductions.

“Following their last visit, people were much more aware of what stock they were using and wasting but we have lost some of that momentum” Jacques said.

“This time Aquila will transition to a supporting role after a few months. The biggest thing we hope to achieve is awareness rather than the dollars and cents focus, for it to be a sustainable long term drive”.



HOW ONE SMALL CHANGE MADE ALL THE DIFFERENCE



Ken Felton and Peter Fishburn.

WHEN HE IS NOT AT WORK KEN FELTON CAN BE FOUND IN HIS MAN CAVE, TINKERING AWAY ON ANY GIVEN PROJECT, IN SEARCH OF THE NEW INVENTIONS THAT MAKE LIFE EASIER.

Through all his tinkering in his back shed, Ken has come up with a relatively inexpensive solution to a problem that was costing Tomago Aluminium hundreds of thousands of dollars in production costs and loss time. He borrowed ideas from his time working in the petroleum industry.

Ken designed a heat-resistant pipe that carries molten aluminium through a vital part of the smelting process. What previously would last only a matter of weeks, thanks to Ken's invention, now almost never has to be replaced.

"Impervious to heat or chemical attack, these new pipes basically don't need to be replaced ever," Ken said.

No more leaks, repairs or replacing destroyed piping – problem solved.

Ken has worked in the Casthouse for the past 20 years.

He redesigned a piece of piping that handles the molten hot aluminium during the thermiting process of the smelting.

He explains: "aluminium dross is a mass of solid impurities floating on molten metal. Thermiting describes the part of the process where extreme temperatures of more than 2000 degrees are applied to the metal. As one can imagine, the shoot that holds this molten aluminium has a particularly short shelf life".

Tomago Aluminium's two dross plants are often operating at capacity with very little room for down time.

"We've got no shortage of molten aluminium here, that's why I knew that any saving in maintenance would make a huge difference to the company," he said.

Following regular maintenance calls to the area, Ken's mind started ticking over and it wasn't long before he was developing the first prototype. Innovation is encouraged at Tomago Aluminium.

"There were a few trials," he said.

"My boss was very supportive of me taking the initiative to try and solve a problem for the guys."



RUOK?

Suicide is the leading cause of death for Australian men aged 25–44, which is the age bracket the majority of Tomago’s workforce falls under. Even more alarming is that 55% of people with a mental illness in Australia do not access treatment.

So the question Tomago Health & Hygiene Officer, Anthony Cook wants answered is “why struggle?”. He has a clear message for Tomago employees.

“Don’t put up with mental illness – it doesn’t have to be as bad, there are things you can do,” he said.

As part of this year’s R U OK? Day a coffee station was set up at the gate to capture people for a chat as they turned up for their shifts. Employees also put a sticker on their helmet that acknowledged they were happy to have a chat if needed.

“Mates looking after Mates is a key part of our ethos,” Anthony said.

“You share most of your lives with your workmates, you get to know their mannerisms and changes in moods, so the best person to notice if something isn’t right is often your colleague,” Anthony said.

“NO ONE HAS TO BE A MENTAL HEALTH EXPERT, THIS IS ABOUT JUST BEING A HUMAN.”

It could be as easy as referring workmates who may need to take the next step to services like Tomago’s EAP, Lifeline and Black Dog Institute. These referrals can all be accessed through Health Services.

“It takes courage to have the tough conversations, but courage comes easily when you realise asking one question could potentially save a life.”

WHAT CAN I DO?

Take time to notice any changes in your workmate’s demeanour

Ask the question: it costs nothing, but could mean so much to someone

Personalise the question – Ask R U OK? in your own way

Approach with an open mind

Anthony’s best advice to anyone thinking about seeking help?

“Don’t be discouraged if it isn’t the right fit first time. Have an open mind and be open to making some lifestyle changes,” he said.



WITH THE SEASON OF GOODWILL IN FULL FLOW, IT IS NICE TO REFLECT ON HOW THE BUSINESS AND ITS GENEROUS EMPLOYEES HAVE GIVEN BACK TO THE COMMUNITY THROUGHOUT 2018.

Tomago's employees hit the magic million mark with the Out-Of-Pay donation scheme late last year and that tally keeps on rising.

This employee-led scheme began in 1986 with employees agreeing to have a few dollars a year deducted from their salaries and donated to charities.

Fast-forward a few decades and that figure has grown to an average of \$33,000 per year split between two and four charities, chosen by TAC employees.

"This is a great display of our employees digging deep, sacrificing money from their own pockets to help out people in need," Communications Advisor Katie Burns said.

The level of support is boosted by the company, which matches the amount donated by the employees.

The Out of Pay Donation Scheme has seen charities such as The Mark Hughes Foundation and Variety, The Children's Charity, Charlie's Run 4 Kids, OzHarvest, The Hunter Melanoma Foundation and Our Backyard benefit from Tomago employee donations.

2018 also saw its employees raising money for local farmers doing it tough in the drought and along with Tomago's help donated \$50,000 to the Buy a Bale campaign in September.

Here are some of the charities and community events who have benefited from Tomago Aluminium's support during 2018:

- Awaba Public School
- Bay Board Riders Association
- Camp Quality
- Charlie's Run 4 Kids
- Chris O'Brien Lifeline Charity
- Fiona Thurlow Cambodian School Build
- Great Lakes Womens Shelter
- Hexham Bowls Club
- Hunter Manufacturing Awards
- Hunter Melanoma Foundation
- Hunter Region Botanic Gardens
- Immune Deficiency Foundation Trust
- Make a Wish Australia
- Mattara Festival
- Medowie Rugby Club Under 9's
- Movember
- Newcastle Rotary Club
- Newcastle Show
- NSW Hockey Masters Team
- Our Backyard
- Oxfam
- Oz Harvest
- Port Stephens Academic Scholarship Program
- Port Stephens International Women's Day Breakfast
- Raymond Terrace Rural Fire Brigade
- Rural Aid/Buy a Bale
- Solider On
- St Johns Ambulance
- Surf Life Saving
- The Aeron Dalley Cause
- The Hunter Defence Support Network Trust
- Tomago House
- Variety Postie Dash
- White Ribbon
- Xander Oxford

CELEBRATING YEARS OF SERVICE

35 Years

Business Services

Edward Bohatko

PSE

Tony Lewis

Carbon Operations

Bozidar Dujin
Edwin Ruthenberg
Malcolm Reynolds
Paul Martin
Robert McLaren

Cast Products

Glen Mason
Graham Boag
Peter Sellers
Warren Dowse

Liquid Metals

Bruce Gill
Gary Pond
Jerry Studencik
Malcolm Chandler
Michael Crebert
Patrick Warby
Peter Sattler

Maintenance

Mark Bennett
Victor Unicomb
Warren Dixon

30 Years

PSE

Ross Murray
Stephen Blundell

Cast Products

Norman Gillespie

Liquid Metals

David Watt
Michael Jackson
Tony French

Carbon Operations

Ian Bradbury
Jason Graham
Rodney Taylor

25 Years

Business Services

Murray Graham

Cast Products

Brett Haines
Denis Bateup
Shane Newell
Steven Baron
Steven Partland

Liquid Metals

Gregory Kinniard
Kyle Walton
Paul Klingl

Carbon Operations

Mark Robertson

20 Years

PSE

Amanda Gill

Cast Products

Ronald Trowbridge

Liquid Metals

Adam Barlow
Brian Dowie
Craig Newell
Darren Tucker
David Taylor
David Willingham
Jason Lucas
Jodie Wheeler
John Stevens
Mark Fergusson
Martin Murphy
Michael Cook
Paul Watson
Phillip Single
Ray Chapman
Robert MacLucas
Robert McCourt
Robin Granato
Ronald Heggs
Wayne Reay

Business Services

Robert Mullard
Ian Mossop

10 Years

Business Services

Brad Johnson

Maintenance

Andrew O'Connell

PSE

David McDonell
Dennis Masters
Simon Mitchell

Cast Products

Gerard Sissingh
Jason Duffield
Justin Beveridge
Mitchell Harding
Paulo Chemane
Philip Bartlett
Sam Bowden
Scott Knowles
Vittorio Carusi

Liquid Metals

Andrew Withers
Barry Cousins
Brent Dunn
Dallas Mearns
Dave McLaughlin
David Ireland
Graeme McClelland
Mitchell Quinlivan
Nick Manivilovski

Carbon Operations

Andrew Madden
Andrew Thurlow
Anthony Hill
Anthony Lilley
Brett Goodchild
Byron Wood
Grant Harrison
Gregory Barry
James Reid
Nathan Holden
Peter Dunn
Peter Quill
Tristan Wong
Troy Gorton



LAUREN KELLY

What is your current role?

Small Filter Team and Contractor Supervisor

If you had \$100 to spend on yourself what would you do with it?

Shout my friends dinner and drinks.

Biggest regret?

Have a few but probably not looking after my health earlier in my life.

Favourite food?

Mexican food, a good pulled pork Taco!

What were your first thoughts on TAC?

This is much more fun than school!

How do you like to fill your time when you are not at work?

I fill my time with whatever sport or activities I can get my hands on – softball, baseball, basketball or a hit of golf and tennis with mates and refereeing rugby in Newcastle on weekends. I also travel Australia running rugby tournaments and was even lucky enough to coordinate the Commonwealth Games and World Series Sydney 7s this year.

What's the best piece of advice you've been given?

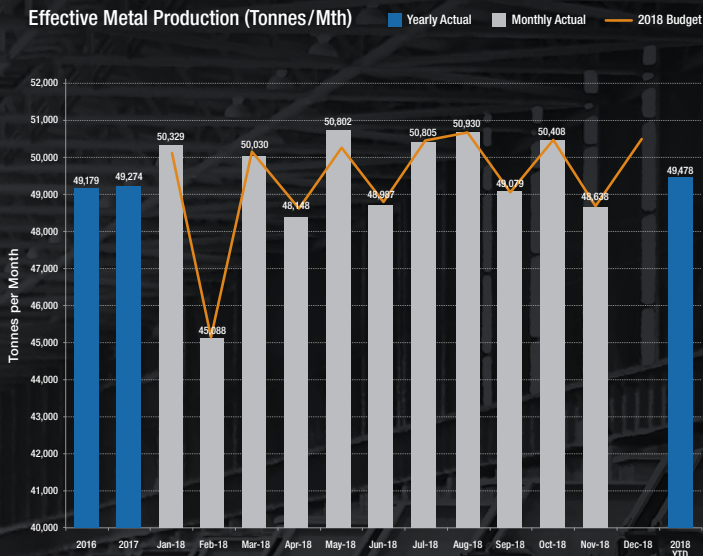
There are 2 pieces of advice I try to follow... Firstly, take time out of your day to do something nice for someone else. And, if you follow all the rules, you will miss out on all the fun.

ALUMINIUM FACT:

Four six-packs of aluminium cans will support the weight of a 4,000-pound aluminium car.

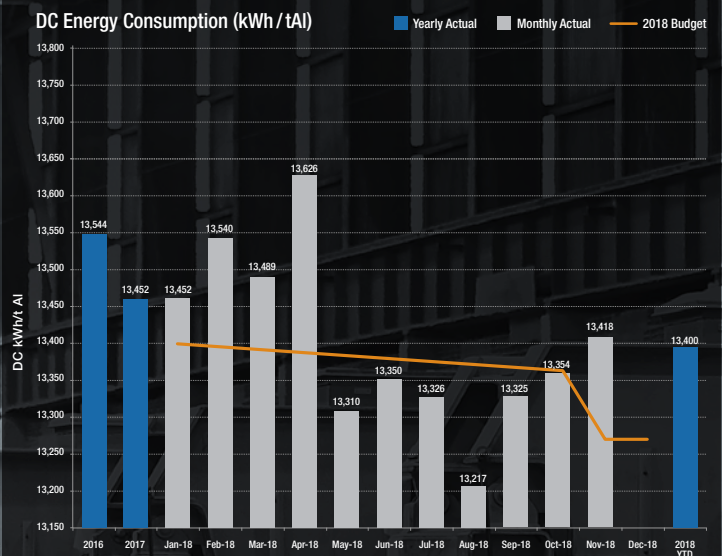
TOMAGO'S KEY PERFORMANCE INDICATORS

Effective Metal Production (Tonnes/Mth)



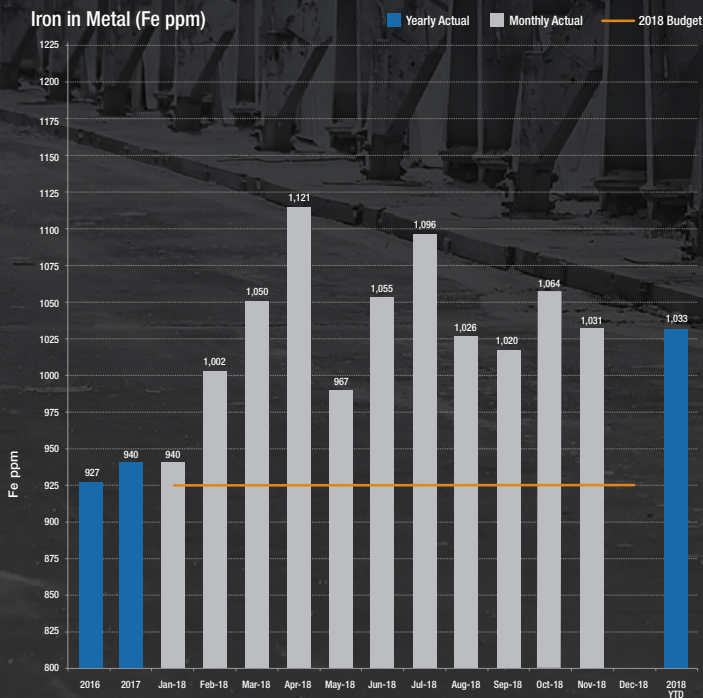
The Effective Metal Production is the total amount of hot metal tapped from the pots. It includes both hot metal tonnes delivered to Cast Products plus any reclaimed cold metal.

DC Energy Consumption (kWh/tAl)



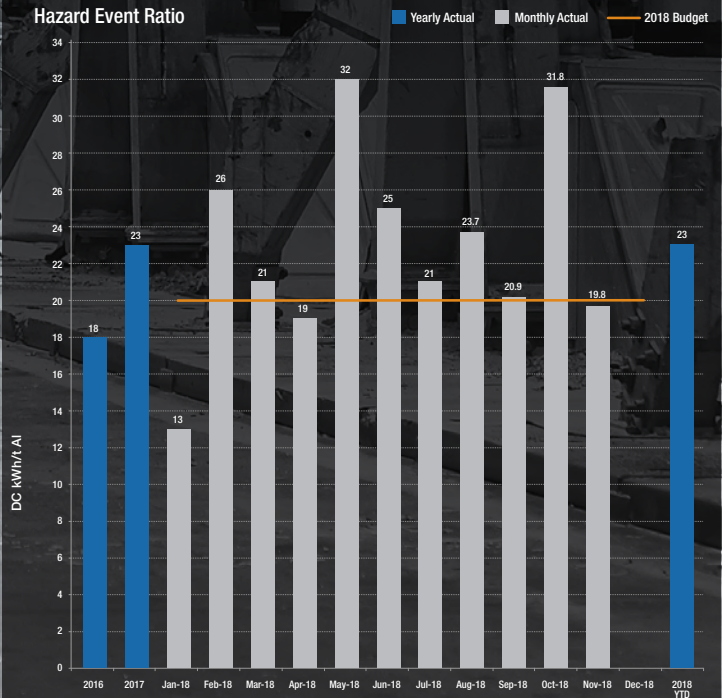
Energy Consumption measures how much power we use to make one tonne of aluminium. The lower this number the better!

Iron in Metal (Fe ppm)



Iron in metal is our main measure of quality and purity. The lower the iron content is, the better.

Hazard Event Ratio



The Hazard Event Ratio measures the number of injuries in proportion to the number of safety related events.