

news



**A 21ST
CENTURY
WORKPLACE**



**3 GENERATIONS
CALL TOMAGO HOME**

**A MILLION
REASONS TO SMILE**

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CEO MESSAGE



MATT HOWELL – CHIEF EXECUTIVE OFFICER

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

This year we celebrate our 35th anniversary; something that can be traced back to the vision and determination of the Tomago Aluminium Company founders. We are also recognising many of our loyal employees who commenced in 1983. In today's world, it is increasingly rare that we find people with 35 years continuous service and for that we say 'Thank You'.

We poured the first metal at the plant in May 1983 and haven't looked back since. Despite the fact that the underlying technology has changed little, we have grown TAC to become the largest and most efficient aluminium smelter in Australia / NZ. Tomago Aluminium is regularly benchmarked internationally through the "AP 18 Club" and we continue to perform to the highest international standards.

Achieving 35 years of successful operations has involved many challenges and our success can be directly attributed to the dedication and hard work of the many people who have overcome challenges, implemented innovations and embraced change to keep our operation vibrant, optimistic and profitable. Above all, it is very satisfying to see our safety performance continue to improve – a testament to our 'Mates looking after Mates' ethos. Good safety is quite simply, good business!

Now we are experiencing a real changing of the guard with some of our long-standing employees retiring. They have earned a long and happy retirement and I'm sure you will join me in wishing them well for the next chapter of their lives. This has also brought with it the chance to really look at our business and inject some new skills and capabilities. I said early in my time at TAC that our customers don't need our aluminium; we have to give them a reason to want it.

Increasingly, our customers look to us for reliability of supply, consistent premium quality of product and fast turnaround on small orders. Earlier this year we saw a major aluminium producer impacted by US sanctions. The result was an overnight increase in slab and billet orders – right to the full capabilities of our casting operations. Hats off to the way the entire Casting team have responded to the challenge!

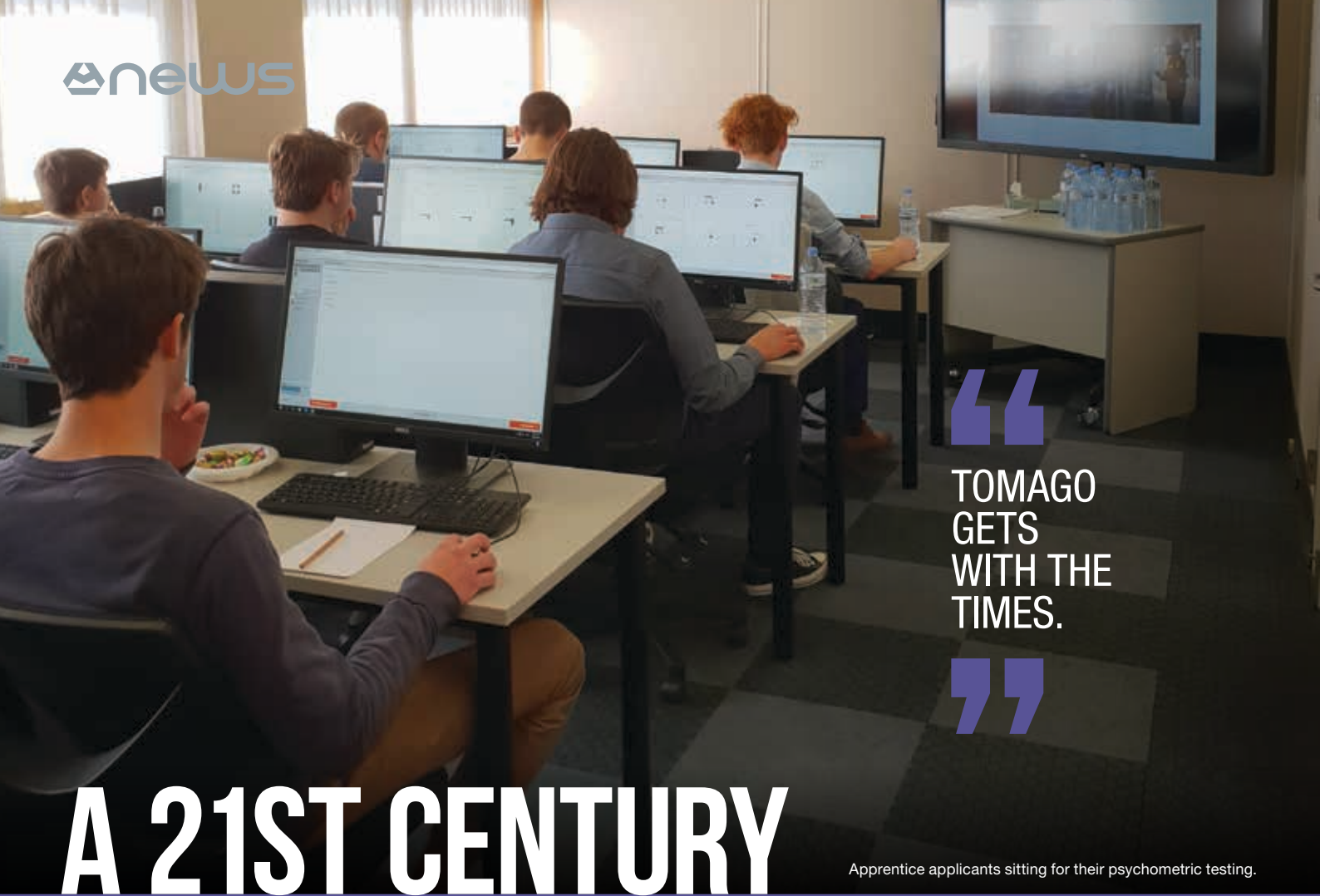
As many would be aware, the nation's energy system is undergoing massive change, with focus shifting to the variable nature of wind and solar generation. There is no doubt these renewable sources are perfect for smaller, non-continuous loads like homes, small businesses and shopping centres. For large energy intensive operations like ours, we will continue to advocate for life extensions to existing thermal generators until commercially viable alternatives are proven.

If we want to remain a country that makes things, we must have access to affordable and reliable energy – we can't have the lights of industry go out because the weather isn't any good.

Later this year we look forward to celebrating our annual innovation awards, where we showcase the ideas and practical solutions our people are coming up with, to meet the challenges on the horizon. If last year's nominations are anything to go by, we are facing a very bright future indeed. Enjoy this edition of TAC news and I look forward to seeing many of you at our Family Picnic Day on Sunday 9th September at Tomago House.

Best regards,
Matt.

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



TOMAGO GETS WITH THE TIMES.



A 21ST CENTURY WORKPLACE

Apprentice applicants sitting for their psychometric testing.

WITH 980 HUNTER-BASED EMPLOYEES, CHANCES ARE IF YOU DON'T KNOW SOMEONE WHO WORKS FOR TOMAGO ALUMINIUM DIRECTLY, YOU'LL KNOW SOMEONE WHO KNOWS SOMEONE WHO DOES.

In a modern world, tasks like ordering pizza, chatting to a mate, streaming your favourite tunes or scoring a date are all at the swipe of a finger. The impact of these changes on the way we work is also massive. This digital age has revolutionised the workplace, competition for top talent is more intense and companies simply must keep up.

Keiran Turner was the architect of Tomago Aluminium's recent recruitment revamp that not only changes the way job seekers can apply for a role, but how they are assessed.

This doesn't mean potential employees must perform circus tricks to be successful, but rather utilising

technology that aims to streamline the recruitment process for all parties.

The process is digitalised, bringing Tomago Aluminium in line with current trends and meaning job seekers can apply for a job anywhere, anytime. They can also complete all the relevant paperwork straight from their mobile phones thanks to the use of digital signatures.

"We're embracing change," Keiran said. Another first for the company is introducing psychometric testing for job seekers and the introduction of an interactive assessment centre that gives new recruits exposure to elements of the business through a series of exercises and simulations.

The process is thorough, deliberate and the results are producing a better-suited employee, Keiran said.

"We're not looking to just fill our roles, but rather find the right candidate. As a company our main focus in terms of resourcing is to make sure we are employing the right people

who fit our culture, have the right skills and resilience, who bring commitment to innovation and the right behaviours," she said.

"A lot of time and energy has been spent creating a culture of employees who are able to quickly process and learn new information, can focus attention and ignore distractions, carry out tasks under time pressure and who have a low risk of unsafe behaviour in the workplace."

WHAT ATTRIBUTES DOES AN IDEAL TOMAGO ALUMINIUM RECRUIT HAVE?

SAFETY FOCUS

DRIVEN

ASPIRATIONS FOR CAREER SUCCESS

EASILY TRAINABLE



Above: Roy McFarlane and his Utilities Team mates.
 Right: Roy McFarlane, shaped the young minds of many electrical apprentices.



3 GENERATIONS CALL TOMAGO HOME

THIRTY-FIVE YEARS AND 135 APPRENTICES LATER, A MUCH-LOVED MENTOR SAYS GOODBYE.

Methodical and accurate, TAC electrician Roy McFarlane was known for getting it right, first time.

He had a profound influence in shaping many young minds at Tomago Aluminium in his 35-year career. Later in life, when the master mentor worked under his former apprentices, Roy continued to command respect and for what Roy lacked in pace, he made up for in precision.

The workshop feels a little emptier for Roy's teammates this month since he left the building.

But the lights will stay on, such is the way he mentored his apprentices, teaching them to be very skilled workers.

A testament to Roy is his pride, when in the twilight of his career, a case of master becoming the apprentice working under two of his former apprentices.

"He was proud of all our achievements in rising to the ranks of Superintendents or Supervisors, proud that he'd taught us everything we know, and now look at us," former apprentice-turned-boss, TAC Superintendent Mal Muddle said.

"The Utilities Team is a very young team now and they looked up to Roy in a social and professional perspective. He is already

missed by his teammates for his sense of humour and support – the way he would help any other tradesman needing assistance, he was standing next to them," Mal said.

A true Scotsman, Roy enjoyed a cold beer – reportedly he was always the first one to turn up to a social function and often the last to leave, and his team nature meant he was never short of a hobby.

"He played in just about every Tomago team there was: indoor soccer, cricket, even netball with the girls," Mal said.

The Tomago site has been part of Roy's family for three generations with his father working at the Courtaulds factory that was originally on the site and now Roy's own son, Scott, works at TAC as an electrician.

CHANGING OF THE GUARD



1985 Fun Run.



Electrode start up group early 1983.



2010 Management Team.



On his last day at Tomago, Mike Philipson returned to the same steps as the picture above, the last man standing where it all began, back in 1983.



Mike's Farewell Morning Tea.

IN 1983 AUSTRALIAN CRAWL'S RECKLESS TOPPED THE CHARTS, AUSTRALIA II WON THE AMERICA'S CUP AND PRIME MINISTER BOB HAWKE FAMOUSLY CALLED OUT ANY BOSS WHO SACKED THEIR EMPLOYEE FOR NOT TURNING UP TO WORK ON SUCH A DAY OF NATIONAL FESTIVITY AS A 'BUM'.

That year was also a historic year in the Hunter's history: Tomago Aluminum began the first shipment of alumina through the Kooragang unloader and thus began one of the state's most significant manufacturing works.

Front and centre for both historic events was a young Mike Philipson, one of TAC's foundation employees. Mike hung up his boots for the final time at the end of June, closing a golden chapter of life at Tomago Aluminium. He reflected fondly on his illustrious career.

"I remember a few of us watched the America's Cup across the road at Tomago Bowling Club, that was a great moment in Australia's history," Mike said. But it was also a time that will go down as some of the best in Tomago Aluminium's history, according to Mike.

"In those early days when we were trying to build the plant and get it started, mateship developed quickly, and has continued to be the vital thread that binds us all here," he said.

Mike has worked in many different roles across the company – most recently as Business Development Manager – forming lifelong friendships at every turn.

Having preferred to be one of the 'quiet achievers' during his 35 years, Mike said the best thing about Tomago Aluminium was its community. "We are all on the same team," he said.



Mike Philipson with his personalised gift, a slice of billet made from a 6000 series alloy.

"In the face of changing industry trends and some challenging times we got through it together and the business is a lot stronger for it," he said.

"There's always tough times with start-ups. In 1993 I remember particularly – we'd built another Potline, we were growing and growing and I know we were asking a lot from everyone at the time." Fast-forward to the last five years and the company has enjoyed brilliant successes in safety results, profits, environmental performance, production and culture, Mike said, despite some adversity.

"The way that everyone helps each other to get the job done and looks out for each other embodies the success of TAC, and that's our culture."

"Once you walk through that gate you know you're going to look out for the welfare of your mate, and their going to look out for yours. It's the heart and soul of how we do things in our business and the community."

Mike's departure signals a demographic change within TAC and following the retirement of a number of long-term employees with some young guns rising up through the ranks.

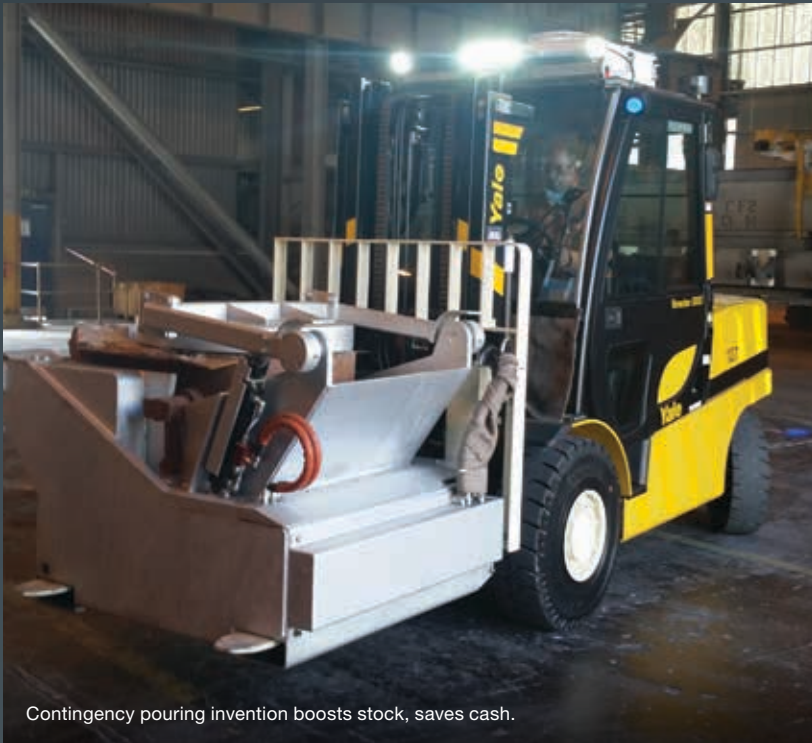
"It's the new ways of thinking and the enthusiasm of youth, combined with a changing of the guard that is bringing TAC into the future," he said.

"TAC has huge opportunities and exciting times ahead. I am privileged to have worked with such great people over the years and feel like I'm finishing on a high," he said.

Mike now plans to enjoy a slower pace of life for a while – becoming a grey nomad and hitting the road in his caravan with wife Kerry.



HOW'S YOUR PLAN B?



Contingency pouring invention boosts stock, saves cash.

IN THE MANUFACTURING INDUSTRY, EVEN THE SLIGHTEST OUTAGE CAN POTENTIALLY HAVE CATASTROPHIC IMPLICATIONS ON A BUSINESS'S BOTTOM LINE.

But contingency planning is not just about major disasters. On a smaller scale, it's about preparing for the unknown and providing a back-up plan.

Due to some great collaboration and inspired thinking, TAC employees have designed a new machine that not only provides a viable back-up plan following a breakdown, but it will also boost stock and save Tomago Aluminium money.

Enter TAC's new contingency pouring equipment.

Designed in-house, the new machine has the ability to pour two-thirds of TAC's current capacity and has the flexibility of being mobile while more than halving the cost of any potential outages.

"Pouring anodes is the heartbeat of the plant," Rod Shop Improvement Superintendent Andrew Thurlow said.

"If our main pouring machine is non-operational we'd be up for a labour intensive hand-pouring process and that would cost us tens of thousands of dollars," he said.

The new design is a modified fork truck that has been tuned down in speed to transport hot metals safely.

"We've removed the high risk element of our guys working close to hot metal – they just need to fill the fork truck and away they go."

The crew are also using frequent training exercises to produce a stock boost, reducing waste material and repours.

"The added benefit is our wastage is down, which is a really good result for this year's focus of reducing the plant's net carbon.

"In the past, 24-30 hours outage would not have been possible, now we can also perform critical maintenance without fear of production losses."

TOMAGO ALUMINIUM MOVES NEXT DOOR



Former Midal facility.

When it was first announced that Bahrain company Midal Cables had signed a contract to take 50,000t per annum of hot metal from Tomago Aluminium, it was an exciting time for both parties, and the entire industry.

However, in the face of changing economic conditions, Midal made a difficult decision to suspend their operations in November 2016.

With no foreseeable return to operations, Midal sold their facility to Tomago Aluminium earlier this year.

"This purchase has opened up a number of potential opportunities for us," CFO Steve McIntyre said.

The site will be utilised as much-needed storage space with an immediate saving for the business realised with externally warehoused product now relocated to the former Midal facility.

A feasibility study is underway on how best the company can utilise these virtually-new production facilities just next door.

AGE IS NO BARRIER

LIKE A FINE WINE, EACH YEAR'S VINTAGE GETS BETTER WITH AGE. THE SAME CAN BE SAID FOR TAC'S APPRENTICES.

Tomago Aluminium runs an apprenticeship program for mechanical, electrical and plant mechanic trades, with the 2018 intake containing some of the most promising apprentices yet, according to Training Supervisor Greg Wall.

This year the company has seen a trend towards a mature-aged crew, with apprentices aged in the early-to-mid 20s.

"This means we have the opportunity to go deeper with our training," Greg said.

"It's an advantage to be what is considered 'mature-aged' because they are coming to us already pretty sure of their career path. Some even have an extra skill base from previous work in a trade."

The four-year-program sees the cadets undertake a mix of on-the-job training and TAFE studies, plus one year of intensive speciality training. To ensure a well-rounded entrée into the TAC world, the new recruits will spend the first year in the Apprentice Training Workshop before being rotated through each department and figuring out their preferred speciality.

"It's a baptism of fire, but we are there every step of the way to support them," Greg said.

"In the end they will hopefully be able to use every piece of equipment in the plant – no pressure," he laughed.

So, what is the best part about Greg's role in shaping these young minds?

"It could be 15 years later and they may have gone on to be brilliant and successful in their careers, but they'll still take the time to thank me for helping them get their start," he said.

"One guy even rang me recently from a Scottish aluminium company asking about a part we used in the plant when he was an apprentice here – in 1990."



Rowan Stephen testing out his mechanical skills.



Jock Chenery using some measuring equipment.



CELEBRATING 35 YEARS

Since pouring the first metal in 1983, to expanding operations with the introduction of another Potline in 1991, Tomago Aluminium has grown to be the most significant aluminium smelter in Australia and New Zealand.

Continuously benchmarked, TAC consistently performs at the highest international standards.

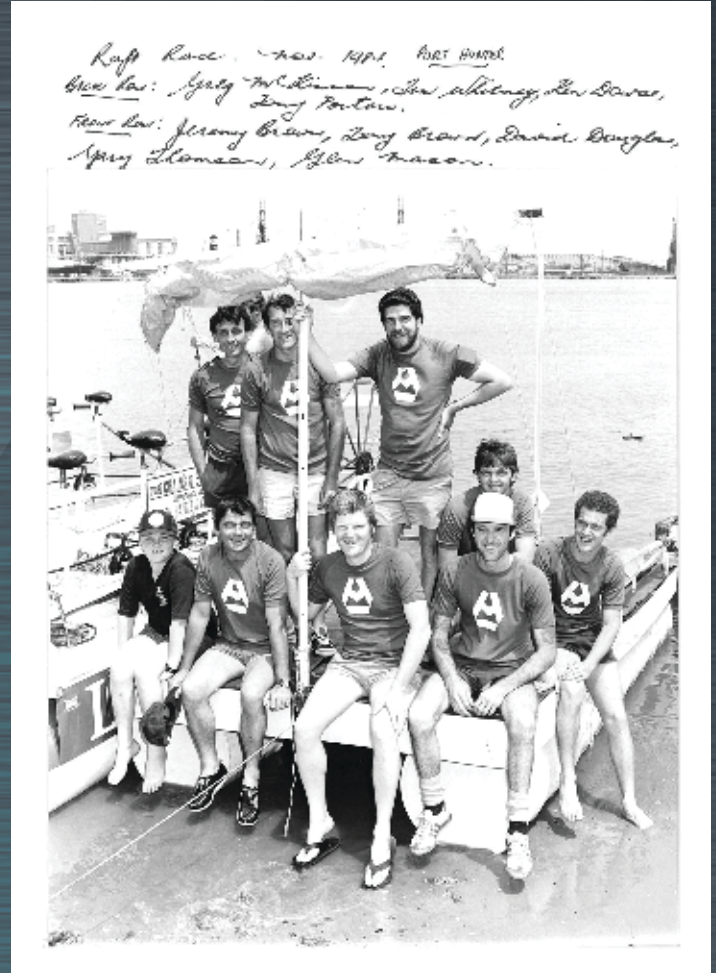
Achieving 35 years of successful operations can be put down to Tomago Aluminium's employees whose ability to embrace change, keep in front of industry innovations has kept the business commercially viable now and into the future.



1st Batch of Apprentices.



Tradesmen.



Raft Race.



Casthouse Foremen.

PPE HAS CHANGED OVER THE YEARS



All blue woollens back in the early days.



We then changed to an orange & blue shirt.



Our current orange stripes & high vis pants.



Construction started in 1981



1983

2 Potlines
120 pots per potroom

480 pots – 180kA
1 Bake Ovens

1 Paste Plant



Current plant

3 Potlines
140 pots per potroom

PL1 & PL2 –
expansion + AP22

840 Pots – 225kA
3rd Bake Ovens

2018

In 2018 Amperage has increased to 267kA +

5% WEIGHT LOSS CHALLENGE



The Health & Safety Committee launched their 2018 programs earlier this year.



THE HEALTH & SAFETY COMMITTEE LAUNCHED THEIR 2018 PROGRAMS EARLIER THIS YEAR, INCLUDING THE 5% WEIGHT LOSS CHALLENGE.

Tomago Aluminium supports employees getting the best out of their health, both in and out of the workplace.

“It’s important that we help our employees be in the best shape, as they are the driving force behind the company’s success,” Occupational Health and Hygiene Officer, Anthony ‘Cookie’ Cook said.

“A key aspect of health was body weight,” Cookie said, “where even a small amount of weight loss can make it easier to meet the demands of daily life.”

To kick-start the shift towards a healthy lifestyle, a 5% weight loss challenge was launched earlier this year. Those that entered were required to lose 5% of their body weight in 6 weeks.

“A cash pool of prizes helped with motivation,” Cookie laughed.

“Getting started in your weight loss is about resetting, changing behaviours that are often lifelong habits,” Cookie said.

“It’s hard but achievable, and the rewards can be felt now as well as later on in life.”

During the challenge employees were given a tailored nutrition plan based on the foods that they usually consume, just with minor healthy tweaks.

“If you want change, you have to change something about what you are doing – but these changes do not have to be massive,” Cookie said.

“A small but permanent change is more achievable and will have better long term outcomes than a total overhaul.”

Of the people that entered, 10 TAC employees achieved their 5% weight loss goal and shared the spoils of the cash prize.

Are you or someone you know ready to make a change? Making that first step towards a healthier you, it could be as simple as just changing your diet. Contact Cookie in Health services for more information. Anthony.Cook@tomago.com.au Ex: 7604



The Teletubbies Team (L-R): Brendan Ford, Wayne Young, Geoff Pyke.

TOMAGO'S TELETUBBIES LOST 18 KILOS & COUNTING

The Tomago Teletubbies Team has made weight-loss history.

Rod Shop Maintenance co-workers Brendan Ford, Wayne Young and Geoff Pyke make up the team that lost the most amount of weight (combined) in a recent challenge run by the Health and Safety Committee's 5% Weight Loss Challenge.

"Nothing comes without effort but if the goal is achievable, then it is easier to stick to," Cookie said.

"The challenge was designed to kick-start the journey to health for our employees. Getting a few runs on the board inspires you to keep going," he said.

These guys lost a whopping 18.6kg combined. A figure that equalled 25% of their total weight!

The guys shared in a cash prize pool. The next challenge is set to launch in 2019.

FITNESS PASSPORT

To further help employees reach their own personal health goals, Tomago Aluminium has joined corporate wellness program Fitness Passport, that entitles employees and their families discounted gym memberships across various centres in the Hunter, Lake Macquarie and Port Stephens area.

"The scheme gives our people access to gyms 24/7 which works great for our guys coming off night shift or on their four days off," Cookie said.

"The best part is they can pick any facility – be it a pool, gym or wellness centre – to use that is closer to their home. By opening up the memberships to their family members as well we can keep them motivated at home too."

RECYCLING HIS WAY TO THE UK

XANDER, 10, HOPES TO RAISE \$6500 TO ATTEND AN ENGLISH FOOTBALL ACADEMY.

TEN CENTS MIGHT NOT SEEM LIKE MUCH, BUT RAYMOND TERRACE'S XANDER OXFORD IS BANKING THAT THE SILVER COIN WILL GET HIM ALL THE WAY TO THE UK.

The budding goalkeeping star, who is the grandnephew of our employee, Bob McLaren, has been collecting bottles and cans. Xander has used the Return and Earn reverse vending machines to raise funds for an overseas football trip to play and train with some of his English Premier League (EPL) idols.

Xander was chosen from 350 of Australia's brightest young football stars to spend two weeks touring the UK – a trip that any young soccer star could only dream of. Whilst in the UK he plans to train at the England Football Association's national centre of excellence, play games against West Ham's youth academy teams and even attend an EPL game.

The invitation is a natural progression for the talented young player.

Xander started his football career with Raymond Terrace Soccer Club and quickly earned a place on a regional representative squad. The Hunter Valley Skill Acquisition Program (SAP) is part of Football Federation Australia's Talented Player Pathway which identifies talented football players aged 10-12 years.

"Xander is a strong-minded boy having collected and recycled 15,000 cans and bottles and earning an amazing \$2500 so far," Tomago Aluminium Communications Advisor Katie Burns said.

Tomago Aluminium were happy to show their support for Bob's grandnephew and offered a donation to help Xander reach his goal of \$6500 to pay for his ticket.

"It's no doubt that Xander shows great talent and with his determination and initiative to raise his ticket money himself, he is making his local community very proud. That's something we love to support at Tomago Aluminium," she said.

Xander started collecting cans and bottles around his home and clean ups of the local sports fields, cashing them in at the Return and Earn in Medowie. He plans to depart for the UK in September.



Xander Oxford visiting Tomago Aluminium with his dad, Nicholas McLaren.

EUROPE'S ECO LEADERS OPEN DOORS



Andy Robbins, Greg Kinniard, Scott Asquith, Andrew Withers and Phil Bartlett pictured with some of the Svalco team.

SOME OF THE WORLD'S BEST DESIGN TRENDS ORIGINATE IN EUROPE – THINK CARS, FASHION & BUILDING. SO IT'S NO WONDER THE ARCHITECTS OF TOMAGO ALUMINIUM'S NEW BUSINESS OPERATING SYSTEM LOOKED TO THEIR EUROPEAN COUNTERPARTS FOR INSPIRATION.

Tomago Aluminium has transformed in recent years, producing new records for safety and production, but there is still more to be done, Superintendent Greg Kinniard said.

“We still have periods of instability resulting in frustration and waste. The time is right to create an operating model that will future-proof our business,” he said.

It is based on a set of principles and tools to eliminate instability and drive Tomago towards a precision culture capable of further step changes.”

Recently a team with representatives from across different divisions of the business – including Casthouse, Carbon and Emission Control, embarked on a European training mission visiting smelters in Slovakia and Qatar.

“It was a unique opportunity to see other sites dealing with the same issues you do,” Greg said.

Known as world-leaders in sustainable aluminium production, Svalco, produces an output of around 198,000 tonnes of products each year.

“Svalco are setting the industry standard in variation and housekeeping – the site is spotless,” he said.

“An example is when you enter our Paste Plant, covered overalls and face mask are worn, but when we toured their same facility no protections were needed, such is the condition of their plant,” he said.

“They’ve worked themselves into a position over the years that as soon as anything starts to leak in their system they stop and fix it immediately because it’s so obvious.”

Similarly, Qatar smelter, Qatalum, are precision focused and have a dedicated improvement team to facilitate changes across the business and ensure their operations remain at the forefront.

“Both of those plants had a precision culture and that is the future for Tomago.”

“We do a lot of things well already at Tomago but it’s about refining some other areas to set us on the same trajectory.”

LEAD BY EXAMPLE

LEADERSHIP IS A CONSTANT JOURNEY OF LEARNING AND DEVELOPMENT.

Tomago Aluminium is always investing in its leadership team. That's why two years ago we partnered with BSI Learning, a registered training organisation, to deliver a Diploma of Leadership and Management for a number of our Supervisors and Superintendents.

Ben Cook, HR Superintendent described the Diploma of Leadership and Management as a program designed for experienced leaders.

The learning outcomes of the program included Building High Performing Teams, Emotional Intelligence, Communicating for Results, Innovation and Continuous Improvement plus many more topics.

"We have received lots of positive feedback from the participants including how they are putting the leadership theories into practice in the workplace."

Earlier this year 31 Tomago Leaders graduated from the program with their Diploma.

Graduates pictured below include Todd Anthony, Scott Archibald, Simon Bowles, Geoff Bradley,

Stephen Bramble, Scott Bubb, Tom Connell, Ryan Cripps, Cheyne Davies, Wayne Fitzgerald, Gary Fleming, Josh Fraraccio, Amanda Gill, Josh Gorton, Dean Hayes, Nathan Holden, Alex Lampe, Stephen Mahoney, Carl Malloy, Luke Mansfield, Geoff McQueen, Craig Rainbird, Jamie Schrieber, Megan Scollay, Darren Snedden, Jerry Tawalo, Brett Timney, Simon Treyvaud, Kate Wagner, Damien Wake and Mick Wilson.

The graduates recently attended an off-site leadership forum where they were presented with their certificates.



BANDING TOGETHER

TO MAKE A DIFFERENCE



Many hands make light work of clean-up.

A recent clean-up initiative was launched at Tomago Aluminium that saw the CEO work shoulder to shoulder with workshop operators and other members of the management team to remedy the Rod Shop Bath area of the site.

The clean-up has proved to be a collaborative success across all levels of the company and will be the first of many planned for the site, Tomago Aluminium Acting Superintendent, Brendan Corr said.

Among the first to roll up their sleeves and respond to the call out to help clean up was the company's management team, led by CEO Matt Howell.

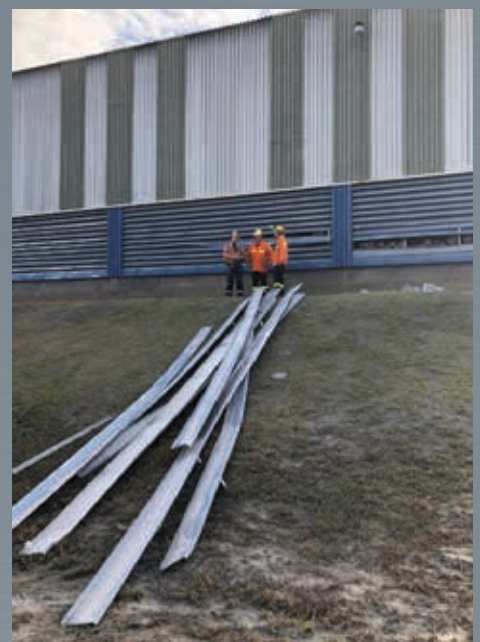
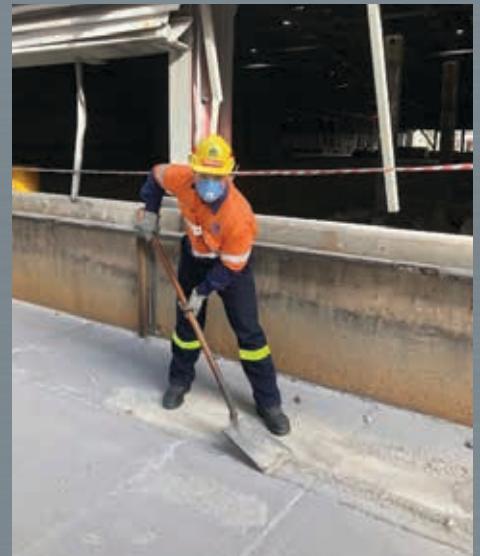
"It was great to see the first responders were actually the CEO and management team," Brendan said.

"In just over an hour we were able to refresh some of the site's roadways, pathways and those troublesome nooks and crannies in the workshop," he said.

"IT HAS RESULTED IN A STEP CHANGE TOWARDS A CLEANER, MORE RESPONSIVE FUTURE FOR US."

Stormwater Fluoride concentration is regulated by our licence and must be restricted.

"We are making it a priority to get on the front foot of our environmental responsibilities. This is the first step towards improving environmental standards across the entire site and moving towards our ultimate goal of lowering stormwater fluoride levels which we are already seeing improved results."



COME ONE COME ALL

FOLLOWING ON FROM THE SUCCESS OF LAST YEAR'S FAMILY PICNIC DAY, THIS YEAR'S EVENT PROMISES TO BE EVEN MORE OF A PARTY, COINCIDING WITH THE COMPANY'S 35TH ANNIVERSARY.

Everyone is invited and this year the event will be held at nearby Tomago House on the 9th September from 10am-2pm.

"It is a nice synergy for us to be celebrating our milestone anniversary at the historic house that features so prominently in our history," CEO Matt Howell said.

Tomago House was one of the properties the company was required to purchase in establishing the smelter. To coincide with Australia's 1988 bicentenary, Tomago Aluminium donated a five-hectare parcel of land – which included Tomago House – to the National Trust and still takes an active interest in the building and its surrounds, even mowing the grounds.

This year's picnic day will once again cater to the little kids and big kids alike, with jumping castles, face painting, a giant slide, bungee trampolines, rock climbing wall and back by popular demand – the mobile equipment display and smelter tour.

"That's been a real crowd pleaser in previous years, the kids loved climbing over our big equipment, honking the horns and 'driving'," Matt said.

Music by TAC employee and guitar legend, Tony Camps, will set the background for the day and there will be plenty of tasty food and beverage options including sausage sandwiches, nachos, quesadilla, bacon and egg rolls, snow cones, candy floss, steak sandwiches, hot chips, ice cream, coffee and cold drinks.

"The picnic days are a fun day out for the whole family and the smelter bus tour gives our families a chance to see where we come each day and some of the exciting things we get to do at work," he said.

On-site parking is available and tours of Tomago House will be offered for those that are interested. This is a free event, however any donations will be greatly received and offered directly to the National Trust to go towards the upkeep of Tomago House.



Families enjoying the Family Picnic Day at the Botanic Gardens over the past years.



TOMAGO FAMILY PICNIC DAY 2018

Please join us to celebrate
Tomago's 35th Anniversary!

Sunday 9th September | 10am - 2pm

Tomago House, 421 Tomago Road

Free bacon & egg rolls, sausage sandwiches, steak sandwiches, hot chips, nachos, quesadilla, ice cream, snow cones, fairy floss, cold drinks, coffee and devonshire tea.

LIVE MUSIC, TRAMPOLINE BUNGEE, ROCK CLIMBING WALL, BIG DOG JUMPING CASTLE

Bouncing castle, giant inflatable slide, face painting, guided tours inside Tomago House, bus tours of the Tomago Plant and get up close to some of our big mobile equipment plus on-site parking.

We also have a raffle with some fantastic prizes.

Purchase your raffle ticket through your admin assistant for \$2 (or 3 for \$5).

All money raised will go directly to Tomago House.





A MILLION REASONS TO SMILE

SINCE ITS INCEPTION, THE OUT-OF-PAY DONATION SCHEME HAS GIVEN AWAY OVER \$1 MILLION TO DESERVING CHARITIES.

Community is at the heart of everything at Tomago Aluminium.

Proving their love for their community is just as deep as their pockets, Tomago Aluminium employees hit a major milestone this quarter – giving away over \$1 million through their Out-of-Pay Donation Scheme.

The Scheme was started in 1986 by three Unions with a \$2000 donation to the local arm of the Cancer Council. This has grown each year since to become a successful employee giving scheme that distributes an average of \$33,000 every year straight from their own pay packets.

In 1988 the company began matching its employee contributions which saw donations swell from \$18,000 to \$36,000 in that year alone.

AWU Site Delegate, Wayne Pringle said, “It is great now we’ve clicked over \$1 million in donations from the scheme, we’re aiming for the next million.”

“It is important to our employees that we give back to the community that supports us, that houses us, that we are a part of,” Wayne said.

This year \$21,600 was donated by the workforce which the company then matched and was split between four charities. This figure comes from 415 employees donating \$1 a week. The four charities – Our Backyard, Hunter Melanoma Foundation, OzHarvest and Charlie’s Run 4 Kids – all received more than \$10,000 each at a morning tea hosted in the fire shed.

As a way to thank the Tomago troops, 2017 recipients of the Tomago Out-of-Pay Donation Scheme, Variety were on hand to serve coffees, and brought along some of the children that their donations helped. Tomago employees donated more than \$21,000 last year to the children’s charity which funded a sunshine coach to help provide transport for children from Newcastle Junior School in Hillsborough.

“It’s great for our employees to be able to see where their money is going,” Wayne said.

“Every time our employees see the bus with a Tomago Aluminium logo across the back they can feel good knowing

they are helping make a difference to sick or disadvantaged children in the Hunter.”

It was all-smiles from the charity recipients as they mixed with the big-hearted Tomago workforce.

“A massive thank you to all the Tomago workers who donated; it’s the single biggest amount we’ve ever received and lets us help hundreds of kids in the local area,” Kylie Waddingham from Charlie’s Run 4 Kids said. The money raised will go towards a therapist to assist the children facing childhood Cancer.

“The therapy is an integral part of a child’s treatment and teaches kids how to deal with the anxiety they have from their illness.”

Peter Di Girolama from Our Backyard also expressed his appreciation.

“On behalf of the many homeless people in our community I would like to thank the employees of Tomago Aluminium for their generous donation through their Out-of-Pay Donation Scheme, your gift will go towards the operational costs of Our Backyard for the next 12 months,” he said.



Katie Burns, Wayne Pringle and Tony Lewis presenting the Sunshine Coach to the children at Newcastle Junior School.



Steve McIntyre (L) and Wayne Pringle (R) present Kylie Waddingham from Charlie's Run for Kids with her cheque.

SUPPORTING LOCAL CHARITIES

In addition to the Out-of-Pay Donation Scheme, Tomago Aluminium also gives back to the local community and supports a number of local charities. So far in 2018 we have supported the following charities and community events:

- _____ Aeron Dalley Cause
- _____ Bay Board Riders Association
- _____ Buy a Bale
- _____ Charlie's Run 4 Kids
- _____ Chris O'Brien Lifeshouse charity
- _____ Fiona Thurlow School Build
- _____ Great Lakes Women's Shelter
- _____ Hunter Manufacturing Awards (HMA)
- _____ Hunter Melanoma Foundation
- _____ Hunter Region Botanic Gardens
- _____ Immune Deficiency Foundation Trust
- _____ Isaac Hawes
- _____ Make a Wish Australia
- _____ Mattara Festival
- _____ Medowie Rugby Club (Under 9's)
- _____ Newcastle Show
- _____ NSW Hockey Masters Team
- _____ Our Backyard
- _____ OzHarvest
- _____ Oxfam
- _____ Port Stephens Academic Scholarship Program
- _____ Port Stephens International Women's Day Breakfast
- _____ The Hunter Defence Support Network Trust
- _____ Variety Postie Dash
- _____ Xander Oxford

OUR BACKYARD

A car-to-home charity that offers support to people who are doing it tough. They provide facilities and private carpark spaces for people sleeping in their cars in the Newcastle and Lake Macquarie Areas.

\$10,815: to help pay 12 months' rent for showers and kitchen facilities for the homeless.

HUNTER MELANOMA FOUNDATION

HMF supports patients of the Hunter Melanoma Unit and their families, as well as contributing research funds to assist in the prevention and cure of Melanoma through education, awareness, research and treatment.

\$10,815: to help raise awareness and to promote skin checks in the Hunter.

OZHARVEST

A food rescue charity working to nourish the community and reduce waste. Oz Harvest collects quality surplus food, distributes it to people in need and diverts food waste from landfill.

\$10,815: to help the organisation distribute food to those in need.

CHARLIE'S RUN 4 KIDS

What started as a fun run in 2013 to help Charlotte "Charlie" Carr raise money for the John Hunter Children's Hospital has since turned into a fitting tribute to its original namesake who sadly passed away from cancer in 2015. The 150km, five-day charity run from Seal Rocks to Dudley has evolved to include kids from Dudley and Redhead who suffer or have suffered from cancer.

\$10,815: to pay for a therapist to help kids and their families going through the trauma of childhood cancer.

TOGETHER WE CAN ACHIEVE GREAT THINGS

“

AS A BUSINESS WE
RECOGNISE WE HAVE TO
DO THINGS DIFFERENTLY
TO MOVE INTO THE FUTURE.

”



New direction for TAC's Asset Management Team and Jason Couper.

Tomago Aluminium's new Asset Management department is set to deliver projects smarter and more efficiently and is the beginning of something big. Long standing employee, Jason Couper has recently been selected to head the new department which is set to sustain Tomago Aluminium into the future and help the company in improving itself in meeting the ever-changing needs of its clients. This includes central maintenance, automation, mobile, hydraulics and utilities, capital and major maintenance and general project management plus technical support in developing new ideas/concepts.

Jason has an 18 year working history with Tomago Aluminium – a large amount of that time being devoted to plant maintenance. He has worked across all departments and has a thorough knowledge of plant machinery and its capabilities. Having worked at Tomago for so long, Jason is now excited and enthusiastic about his new role and associated challenges and outcomes.

The newly developed team is already looking for opportunities to improve. Made up of Worley Parsons and Tomago Aluminium employees, the team is starting to gel and support each other. Jason believes that the team approach, which focuses highly on collaboration is a key element to the success of his new department and delivering value to their customers.

“Getting the right mix of skills and personalities is important”, Jason said of forming his team. We are very fortunate to be able to welcome a new Alliance Manager Tony Jones to Tomago. Tony brings with him a wealth of knowledge and vast experience in managing and delivering projects and value to customers at many sites and smelters.

Jason's new leadership mission can be summed up in three words: engage, understand and help.

What does a day in the life of Jason Couper look like? “There's a lot of interactions; discussions about projects, supporting people who come to me for advice, and helping people identify things we should be doing differently. “Trust is one of the core values at Tomago Aluminium and so, one of the big things in my new role is earning the trust from our customers and having trust in my team, so that I can delegate well – then, together as a team we can achieve.”

Jason said he had high hopes for the future, with early internal and external feedback confirming the cohesiveness of his new team and its members. Already, indications show that these dedicated employees are earning well deserved respect from their peers and customers.

“As a team we are continually reviewing all social processes and systems with a view to determining what it is that we can do to make ourselves better, more efficient and more effective. If we can do that, we will be here for the long term.”

WORK HARD, PLAY HARD

NAVIGATING OPEN OCEAN IN THREE-METRE SWELLS, DRIVING RAIN AND BITING WINDS IN THE MIDDLE OF WINTER – WOULD YOU BE GAME?

Eight Tomago Aluminium employees were game enough and they set off on a private charter boat for a day of deep-sea game fishing adventures off Port Hacking.

To carry the nautical puns even further, last year, as a guest at the Westpac Rescue Helicopter Ball, Tomago Aluminium CEO Matt Howell became swept-up in the fundraising auction, winning a boat charter for 10 lucky employees.

His only stipulation? “Share your catch!”

Travis Hulm, Lee Crick, Justin Hine, Jo Bogie, Simon Bowles, Mitchell Sharpe, Heath Such and Antonie Jacobs got the chance to wet a line and come up with their own tall tales of the ones that got away. Only these master apprentices hauled an amazing 102 fish – a record for the charter, apparently.

The prize was one of three purchased by the CEO that were used to generate enthusiasm among Tomago Aluminium employees.



**JOHN
HISLOP**

What is your current role?

Automation Engineer

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

Gather up the family and go out for a good old fashion pub counter meal.

Biggest regret?

Not snapping up some bargains after the GFC hit.

Favourite food?

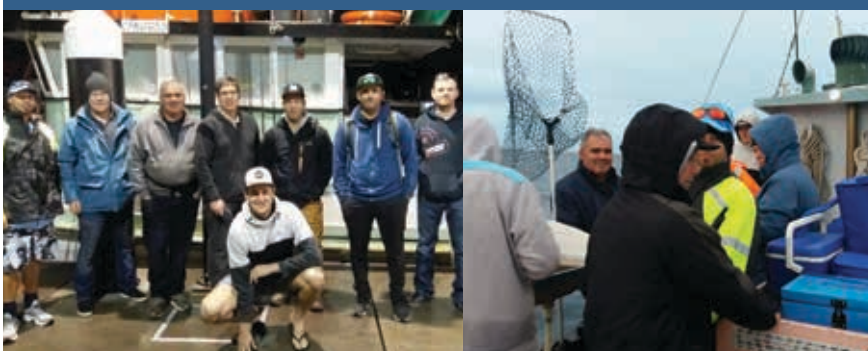
Pub grub enjoyed with family and friends.

What were your first thoughts on TAC?

Lots of big cool-looking things that I couldn't wait to work on, operate or drive.

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

Never give up and you can achieve great things in life.



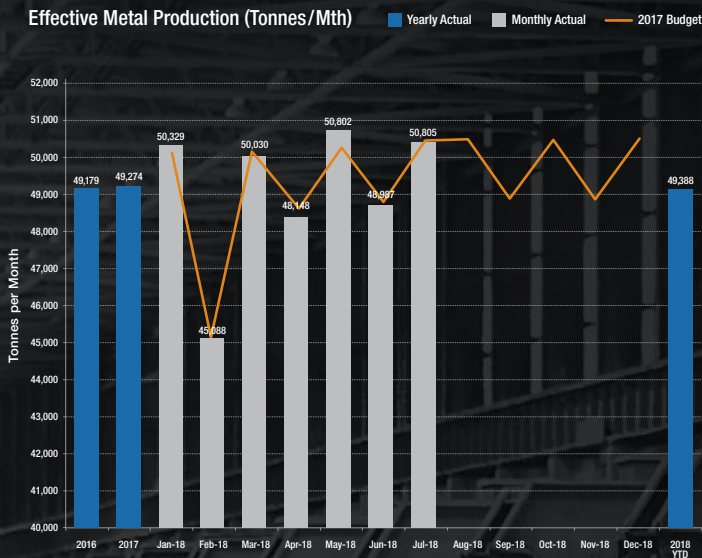
The group prior to their record haul, 102 fish were caught during the charity fishing trip.

ALUMINIUM FACT:

What do rubies, cell phones and the moon have in common? *Aluminium, of course.*

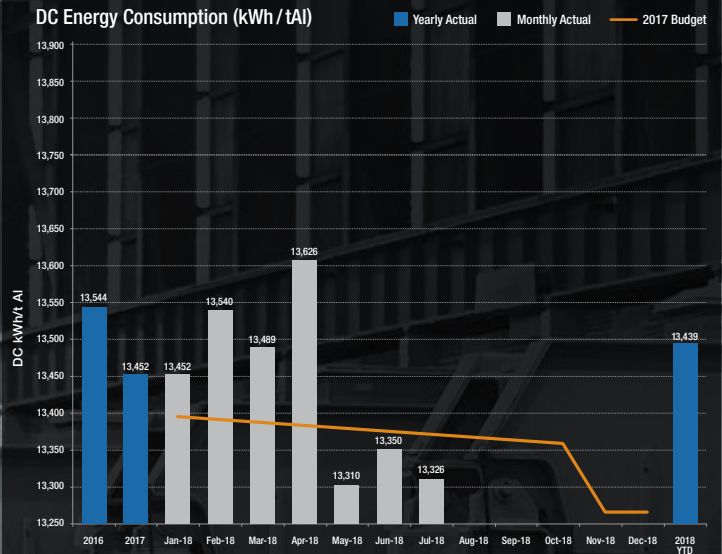
TOMAGO'S KEY PERFORMANCE INDICATORS

Effective Metal Production (Tonnes/Mth)



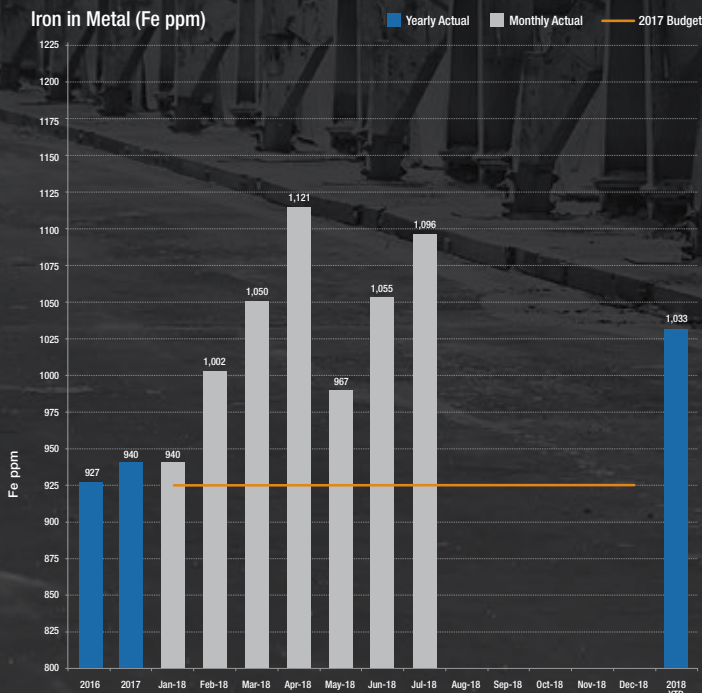
The Effective Metal Production is the total amount of hot metal tapped from the pots. It includes both hot metal tonnes delivered to Cast Products plus any reclaimed cold metal.

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.