

Tomago Aluminium

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news

MATT SAYS FAREWELL TO TOMAGO

RECYCLING
EXCITEMENT
FOR TOMAGO
AND CAPRAL

TOMAGO
KEEPING
PACE WITH
TECHNOLOGY





CONTENTS

CEO MESSAGE 3

FEATURE STORY

MATT SAYS FAREWELL TO TOMAGO

4

CAPEX – MANAGING THE MONEY FLOW	7
RECYCLING EXCITEMENT FOR TOMAGO AND CAPRAL	8
TOMAGO IS KEEPING PACE WITH TECHNOLOGY	10
KEEPING THE LIGHTS ON	12
KEEPING-UP WITH COVID-19	13
HR CHANGES ITS APPEARANCE	14
HANDING-OVER THE APPRENTICE TRAINING BATON	15
MAL'S SHIP HAS COME IN	16
SAFELY PLAYING THE NUMBERS GAME	17
HELPING TO HEAL THE MENTAL BRUISING	18
PREVENTING HEALTH PROBLEMS IS ALL IN THE PLANNING	19
GIVING TO THOSE WHO NEED US	20
WAYNE PRINGLE RETIREMENT	21
TOMAGO IS SUPPORTING JUNIOR SURF LIFESAVERS	22
INTERNATIONAL WOMEN'S DAY IS A YEAR-ROUND FOCUS	23
EUROPE'S BEST MEET TOMAGO'S TOUGH STANDARDS	24
SAFETY GAINS FOR TOMAGO'S EMERGENCY RESPONSE TEAMS	25
TOMAGO'S WEBSITE INVITES THE WORLD IN	26
CELEBRATING YEARS OF SERVICE	INSIDE BACK COVER
KEY PERFORMANCE INDICATORS	BACK COVER



CEO MESSAGE

Matt Howell
Chief Executive Officer

WELCOME TO THIS EDITION OF TAC NEWS.

EARLIER THIS YEAR I SPENT A LOT OF TIME ASSESSING MY CAREER AND MADE THE TOUGH CALL THAT IT WAS RIGHT TO CALL TIME ON MY TOMAGO ALUMINIUM CAREER AND MOVE ON TO THE NEXT PHASE OF MY LIFE.

It was not an easy decision to make – in fact it was a huge decision for me. Put simply, it’s about refreshing the leadership so we can continue in the direction we’ve set for ourselves.

Making that decision gave me time to reflect on the fascinating experience the last nine years have been for me, the great adventures we have been on, the challenges, the fun, the excitement and, most importantly, the friendships that were forged.

Tomago is a place of great camaraderie, a place where we all work together as a team to get the job done. That has been proven time after time and especially in the past couple of years as we stared-down COVID-19.

It was a tough time for everyone, particularly our frontline workers, and amazingly we stayed COVID-free until the week before last Christmas. I take my hat off to everyone who contributed and helped keep us running when we did get our first cases. Adversity brings out the best in us.

I started my Tomago experience in September 2013, when the business was in some serious difficulties. Together we refocussed, made some tough calls and turned the situation around.

Now we can all say with pride that Tomago is the largest, most efficient aluminium smelter in Australasia, one that is safer, cleaner and more productive than anyone ever thought possible and all of us helped make that happen – we have all helped ‘our’ smelter become a hugely-respected corporate citizen.

My time at Tomago and the many friendships forged here has been, without a doubt, the highlight of my working career.

It seems that 2022 is a year for a changing of the guard at Tomago Aluminium.

In early April Jason Couper brought to a close his successful 22-year career with us. He was a rock-solid source of advice for the management team and his expertise not only helped keep the plant running but also helped keep people safe.

Craig Tuffley has come on board to replace Jason and I wish him well.

Late last year Mark Jordan, Facility Manager at the Kooragang Bulk Facilities terminal, a joint venture between Tomago Aluminium and Vue Cement, decided it was time to hang-up his hard hat.

Mark, of course, had a long career on site at Tomago before joining KBF.

Our Maintenance Superintendent, Mal Muddle, stood out as just the right person to replace Mark and we wish him well in his new role.

Things are set to change in the Apprentice Training Centre too with Greg Wall, our long-serving Apprentice Training Supervisor, making plans for his departure early next year.

Greg has been with us since January 1984, working first in Central Workshop as a fitter machinist before moving into apprentice training.

To all of our men and women who have moved-on or moved-over I say: “thank you for your service to Tomago Aluminium”.

We have all contributed in our own way and now it is time for us to pass-on our individual batons to those who will replace us.

My friends, colleagues and work mates, it has been an honour to work for you and with you.

I look forward to seeing TAC grow and prosper for many years to come.

Best regards,
Matt

Tomago Alu



MATT SAYS FAREWELL TO TOMAGO

“ I’D RATHER HAVE PEOPLE ASKING: ‘WHY DID YOU?’ THAN SAYING ‘WHY DON’T YOU?’ ”

They were the words of Women’s World Number One tennis player, Australia’s Ash Barty, when she announced her retirement from the sport in March.

Those words also expressed the feelings of Tomago Aluminium Chief Executive Officer Matt Howell, who had decided it was time to step down from his position and allow space for someone else to take over the reins.

“I knew in my heart that this was the right decision for myself and for Tomago. The business is in a great position so now it’s time to hand the baton over to someone else.”

It was, said the man who accepted Tomago’s top job almost nine years ago, a huge decision for him but he looks back on his time at the helm with great pride and admiration for the things the business and its people have delivered.

“There is a real camaraderie here. We’ve created a way of doing things that is very different to many other places I’ve worked at. We take our business seriously, but we don’t take ourselves too seriously. Working hard and having fun at the same time is all part of the magic.”

Matt says while he has thoroughly enjoyed the entire experience there is no denying it has been a full 24/7 gig for the whole nine years, with the past two years especially intense.

Since March 2020 – the start of the COVID-19 pandemic – the constant challenge was to develop response plans to keep employees safe without halting production.

“Everyone knows we simply have to keep the production circuit running – we can’t stop the operation for any length of time without risking hundreds of job losses.” he said.

“I sincerely thank our Health and Safety team for running seven days a week with testing programs, to the retirees who answered the call and came back to help, to all the people who worked overtime, to everyone who helped us find a solution. It was a tough, tough, time for everyone.”



David Fallu from CSR presents Matt Howell with a special farewell gift and aerial picture of the plant.



L-R: Andy Robbins, David Fallu – CSR, Simon Mitchell, Ren'e Hart, Mark White – CSR, Richard Brown – Hydro, Stacey Sleeman and Matt Howell



Everyone onsite was invited to join Matt for a farewell lunch with the board and a sausage sizzle hosted by Variety, The Children's Charity

Matt's plans post-Tomago Aluminium? Professionally, he has accepted an appointment to the Board of the Clean Energy Finance Corporation, an Australian Government-owned 'green bank' established to accelerate the flow of finances into the clean energy sector.

"Ensuring a future for manufacturing in this country is a passion of mine and the CEFC appointment will keep me engaged in the energy transition," he said.

On a personal level he plans to take time out and decompress, lose some weight, work on his fitness and "move on to the next phase of my life." He doesn't have any plans to move away from Newcastle, saying: "Having lived in 21 homes in multiple countries, Newcastle is now home."

When he walked out the gate for the last time at the end of May, Matt reflected on the privilege and opportunity of not simply leading but being a part of such a fabulous organisation.

"It's been a privilege and a pleasure to lead and be part of this amazing organisation; it's been the highlight of my professional career by a long way. Please keep up the good work here – collectively we have made a lasting difference that will ensure TAC has a very bright future for years to come!"



Jason Couper



Craig Tuffley

CEO Matt Howell is not the only person from the Tomago Aluminium Management team calling time on their career at TAC.

In early April former Asset Management Manager, Jason Couper, closed the curtains on a long and successful 22-year career.

Jason started in Maintenance working as a Superintendent in LMO before working his way up to Asset Manager.

During his career at Tomago Jason was involved with coordinating and establishing the ELT and the work done across the business to remove silos from a number of departments.

Jason plans to relax for a long while, getting-in some quality fishing time, playing his guitar and enjoying his free time. We wish him and his wife Gaye a long, happy and healthy retirement.

Craig Tuffley, a chartered Mechanical Engineer with a 20-year career in the Royal Australian Navy, has replaced Jason.

Before coming to Tomago Craig worked for Energy Australia in a managerial position and was responsible for maintenance at the Wallerawang and Mount Piper power stations.

Craig is passionate about working with great teams and is looking forward to sharing his experiences in the maritime and power generation sectors.



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CAPEX – MANAGING THE MONEY FLOW

BUSINESSES OF EVERY SIZE AND TYPE HAVE ONE IMPORTANT THING IN COMMON – THEY NEED DISCIPLINED PLANNING FOR SPENDING ON THEIR FUTURE NEEDS. TOMAGO ALUMINIUM IS NO EXCEPTION TO THAT RULE AND OUR SPENDING IS CAREFULLY PLANNED.

Capital Expenditure (CAPEX) is a critical part of the Tomago Asset Management Strategy and refers to money invested for new or replacing old fixed assets.

In the 2021 calendar year, for example, the three major projects covered by the \$32 million total budget expenditure included the Ingot Chain 6 Continuous Casting project (\$6.2 million), Holding Furnace 2 Life Extension (\$1.6 million) and the Automated Metals Analysis System for the laboratory (\$1.3 million).

For this calendar year, says Capex Portfolio Leader Leisa Dolan, Tomago's Board has approved a \$48.7 million total budget spend across 246 projects. The largest projects include the \$7 million allocated for the replacement of Sheds 1, 2 and 3, procurement of a new auto transformer (\$1.5 million) and its integration with the AT4 Substation (\$3 million). \$2.7 million has also been set aside for MRT overhauls.

The storage Sheds 1, 2 and 3, laughed Leisa, are: "Huge sheds and not the kind you get at Bunnings!"

Initial investigations are also underway for a slot saw, used to cut slots in the anodes after baking to reduce voltage loss caused by bubbles on the anode surface. The saw is expected to be purchased this year at a cost of approximately \$10 million.

It is worth noting Tomago Aluminium's capital works history, with the business not only increasing the annual budget amount year-on-year but also continuously delivering the approved budget ceiling, even when faced with problems like the COVID-19 pandemic that has been with us for more than two years and the current supply disruptions caused by the pandemic.

In 2020, for example, the Tomago Board's budget to the end of the financial year (EOFY) was \$32 million and was successfully delivered in full. For 2021 the Board budgeted \$34 million EOFY with a 97 per cent actual expenditure result.

"So last year was tough with COVID-19 starting and the world stopping yet despite the hard times with COVID-19 we still hit budget,"

For 2022 the Board has approved a \$48.7 million budget, a 71 per cent increase on the previous years and the highest in some 14 years. In 2008 the budget was set at \$77 million, which included a rebuild of the Bake Ovens which accounted for a massive \$51 million of the total spend.

That \$48.7 million is a good number and we expect to meet it.



L-R: Mark Westbury, Leisa Dolan and Craig Tuffley

2022 BUDGET CATEGORIES

Risk Reduction

- Dross Infeed Upgrade

HV Strategy

- Procurement Auto Transformer
- MRT Overhaul projects

Productivity and Automation

- Ingot Chain 6 Continuous Casting
- Paste Plant Elevators

Power and Efficiency

- Larger Anodes
- Anode Quality

Fleet Management

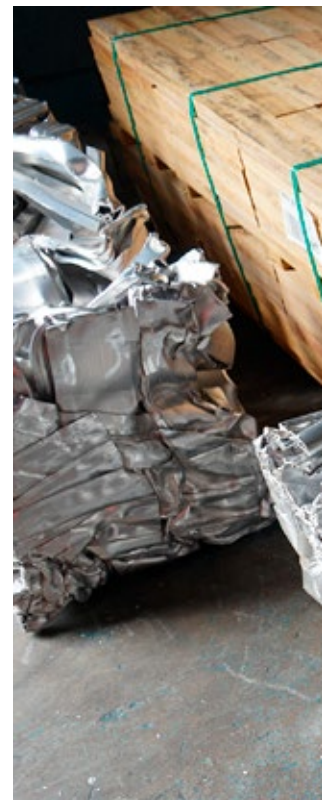
- Electrical Obsolesce
- Mobile Strategy
- Anode Stem Assemblies

Business Improvement

- Replacement of Shed 1,2,3

Long Term

- Slot Saw



The first shipment of baled scrap was successfully shipped by Capral Aluminium to Tomago in April for recycling

RECYCLING EXCITEMENT FOR TOMAGO AND CAPRAL

TOMAGO, AUSTRALIA'S LARGEST ALUMINIUM SMELTER, HAS JOINED FORCES WITH CAPRAL ALUMINIUM, AUSTRALIA'S BIGGEST ALUMINIUM EXTRUDER AND DISTRIBUTOR, TO REDUCE WASTE.

A new industry-leading agreement, the first of its kind in Australia, means Capral will send us some 550 tonnes of production scrap annually for remelting, giving Australian manufacturers good access to low-carbon aluminium.

Aluminium remelt is the secondary recycling of aluminium, with metal processed in remelt furnaces and recycled into new product.

While scrap aluminium has long been collected for recycling, more than 95 per cent of it has been sent offshore because of the limited capacity of Australian smelters to safely and successfully remelt it. In 2020 Australia shipped almost 120,000 tonnes of recyclable aluminium overseas, a 25 per cent increase on the previous year.

For Capral Aluminium's General Manager of Supply and Industrial Solutions, Luke Hawkins, the deal is a major step forward for Australia's aluminium industry.

"As far as we are aware this is the first commercial arrangement for post-production scrap aluminium to be remelted in Australia and we are very excited to be working on this with the team at Tomago Aluminium," Luke said.

"Australian customers are demanding access to more sustainable aluminium and we need to make changes as an industry to respond to this. For Capral that means working in close partnership with our suppliers to ensure we have access to Australian aluminium with recycled content," he added.

Capral is Australia's largest producer and distributor of aluminium products, with six manufacturing facilities throughout the country extruding aluminium for use in a diverse range of industrial, manufacturing and construction applications.



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For the remelting process, production scrap from Capral’s Penrith site is baled and sent to us for reprocessing, remelted and added to new aluminium products, including billet.

Generally, aluminium smelters have limited capacity for remelt because of safety concerns and contamination risks. Capral and Tomago have worked together closely to define this arrangement, ensuring the scrap content is of value to Tomago and able to be successfully and safely remelted.

“The scrap we provide will be scrap that is generated during the extrusion process,” Luke said.

“The aluminium billet used by our Penrith plant is supplied by Tomago, which means they are able to ensure the alloy of the scrap is known [which is] critical for the remelt process.”

Commenting on the new arrangements, Tomago’s former CEO Matt Howell said the business is delighted to be able to close the Capral – Tomago loop in a true ‘cradle to grave’ product supply and recycling arrangement.

“Best of all, the product that is made in New South Wales is now recycled in New South Wales, which means with global supply chains experiencing significant disruption and carbon footprint an increasing consideration, these new arrangements do not require international shipping through already congested ports,” Matt said.

“Recycling of aluminium alloys at Tomago requires very little electricity and uses a tiny fraction of the energy required to produce primary aluminium. Often the raw aluminium from our potlines must be cooled from around 950 degrees to about 720 degrees to be processed through the cast products department. Having clean, dry extrusion scrap is a perfect way to do this,” he added.

Aluminium can be recycled almost infinitely, making it incredibly sustainable. Recycling aluminium requires up to 95 per cent less energy than production from ore, avoiding emissions which include greenhouse gases.

“This is a critical and important step for Capral and Tomago Aluminium,” Luke said, “the first significant step towards developing local circularity for Capral and we are excited to embark on this journey with such a progressive and committed supplier.

“We look forward to developing opportunities to build a local market for low carbon aluminium in Australia.”

As well as recycling Capral’s waste aluminium, we are also investigating the feasibility of re-using the timber framing on which it is transported.

Exciting times indeed!

TOMAGO IS KEEPING PACE WITH TECHNOLOGY



EARLIER THIS YEAR SCIENCE FICTION BECAME SCIENCE FACT AT TOMAGO ALUMINIUM WHEN WE RAN PRELIMINARY ONSITE TESTING OF A FOUR-LEGGED ROBOT NAMED SPOT.

Putting Spot on the ground for a full hands-on trial made Tomago the world's first aluminium smelter to trial the new robot technology.

One of the newest developments in robotics, Spot has unprecedented agility and can navigate all manner of terrain, carrying-out routine inspections in dangerous or awkward spaces.

Dangerous tasks requiring specially-trained people in protective clothing can be done easily with remote operators controlling Spot via tablets while it safely performs its tasks.

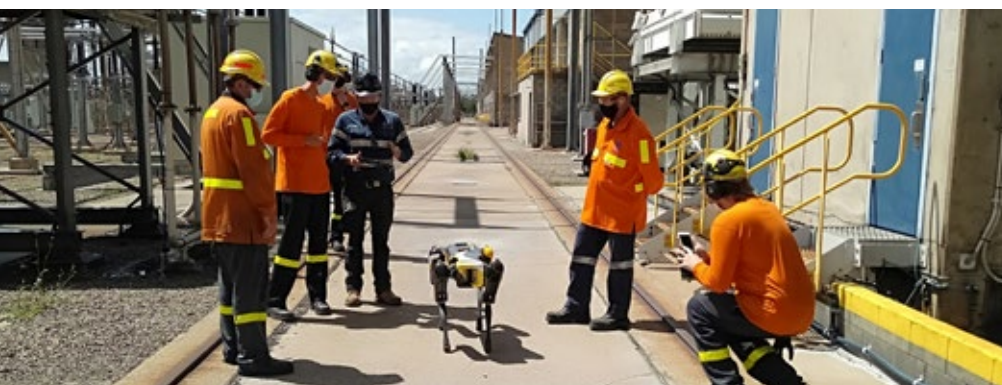
At Tomago the \$200,000 Spot, developed by American robotics company Boston Dynamics, was put through a series of tests in the

Electrical Substation and Potrooms, with employees taking turns at the controls to guide it across a variety of obstacles including uneven ground, puddles and stairs.

Strong magnetic fields testing for electronic interference were also part of the workout and naturally, the robotic visitor passed with flying colours.

Tomago's substation electricians were able to send Spot for a programmed walk around the switchyard following a 'learned' path and performing thermal imaging inspections while livestreaming images to operator laptops and tablets from its built-in stereo cameras.

The 32-kilogram Spot can carry up to 14 kilograms of equipment including its



own power supply, saving technicians the job of running cables or carrying portable power. Spot also has a backpack camera attachment that can scan in 3D, showing engineers machinery degradation over time, for example.

One of Spot's biggest advantages though is its ability to be sent into hazardous or difficult areas. Spot can walk inside ducting to inspect for wear, find and investigate spills, watch live switching and carry-out measurements and inspections in hot or dangerous conditions.

Working with Spot proved to be an eye-opening experience and Substation Supervisor Shane McDonald described it as "eye-opening".

"We were amazed at how autonomous it was," Shane said. "Spot was very stable across all areas of the yard. Gravel, cable pits and stairs; nothing presented a problem for it. We put a bin in front of Spot and 'he' just stepped around it."

The company has already ordered one 'Spot' unit and Shane says that with its wide range of uses, including automated thermography, high-resolution photo and video work and accessing areas which currently require isolation before employees can safely enter them, it will only benefit Tomago.

Tiphane Costeur, Interface Design and Development Engineer for Brisbane-based Corematic, Boston Dynamic's Australian agent, said the version demonstrated at Tomago was the latest 'Enterprise' model variant.

Suggesting Tomago could use as many as four robots, Ms Costeur said its uses are limited only by imagination.

Not as imaginative as Spot but certainly useful and timesaving is a robotic arm in use in Tomago's Spectrographic Laboratory.

Described by Laboratory Supervisor Andrew Aucherlonie as "one small aspect of a much greater machine", the arm is part of the laboratory's automated Aluminium Analysis system which has recently replaced the unit in use since 1998.

This system analyses the potmetal samples and will progress in its uses to also analyse samples from the Casthouse when the RTA calibration is applied at the end of June.

KEEPING THE LIGHTS ON

MAINTAINING A RELIABLE POWER SUPPLY IS VITAL, MAKING TOMAGO ALUMINIUM'S ELECTRICAL SUBSTATION ONE OF OUR MOST CRITICAL PLANT AREAS.

The Substation, which manages the smelter's electricity flow through six Main Regulating Transformers (MRTs), is almost at the end of a two year-long complete overhaul program.

Four of the transformers are "quite elderly" according to Principal Energy Strategy Engineer Dane Fernandez, and the remaining two are "relatively new".

"The MRTs are the most critical assets in the Substation," Dane said. "If one of them fails tomorrow we wouldn't have another one onsite for 18 months because each one is unique – there is no 'copy and paste' off-the-shelf replacement item we can just go and buy.

"There are also limited factories around the world with the expertise and capability to build such a large and complex design."

Underlining their importance, Dane said: "We have three potlines and four power supplies here. If we lose one supply we operate at a heightened level of risk. It becomes a potential business-changing case to lose two, requiring extreme contingencies to be put in place."

The progressive overhaul, taking one transformer offline at a time, had the first MRT completed in 2020, the next two were finished in 2021 and the fourth is expected to be completed in late October.

"The main purpose of the program was to extend the transformers reliable operating life. We performed expert internal visual inspections, replaced oil-filled bushings with dry-type resin

bushings, removed rust, fixed oil leaks and replaced all gaskets, replaced all critical protection and instrumentation and performed electrical diagnostic testing." Dane said.

"While we had the transformer oil drained, we also took the opportunity to take winding paper samples, which helped us determine remnant life and asset health.

"We also took the opportunity to replace the 66kV voltage transformers, the 66kV main Potline circuit breakers and the 330kV surge arrestors."

The surge arrestors, which protect the Substation from electrical surges such as lightning, came in for a major technology change, the old silicon-carbide technology and porcelain housings were replaced with Metal Oxide Variator (MOV) technology with silicon-rubber housings.

Condition-monitoring sensors, which constantly track the equipment's health online were also fitted.

The work itself was technical and complex. A crew of approximately 10 people comprising transformer specialists and technicians from Tomago, GE and Downer, used a strategy employing targeted 'dry-type' technology to replace oil-filled components such as bushings, voltage transformers and circuit breakers, the changes reducing the risk of catastrophic failure modes and fire and cutting life cycle maintenance costs.

Equipment housings were changed from porcelain to a silicon rubber-

type material to eliminate the risk of a porcelain housing becoming a projectile in a critical situation. As a bonus, the new housings are self-cleaning and are more resistant to pollutants and flashover from contamination.

Dane described the changes as "great holistic engineering solutions" which reduce risk by creating a safer working environment. They also lower maintenance costs and maintain the Substation's performance over its latter lifecycle.

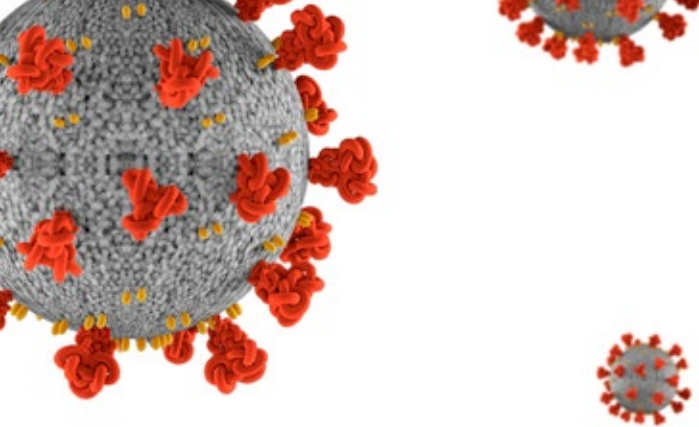
It was not all plain sailing though. The ongoing COVID-19 pandemic meant supply chain issues on one side of the equation and getting people onsite from interstate on the other.

"The key to success was getting scope, budgets and contracts in place early, engaging our suppliers and contractors early, and remaining diligent and flexible with the ever-changing COVID-19 environment in order to successfully deliver the project on schedule and to budget.

"It was a fantastic effort by many teams – in particular Worley, Downer and GE alongside the TAC Substation and Asset Management teams," Dane said.

The Main Regulating Transformers, which are about 40 years old, are now looking at an expected 10 year reliable life extension thanks to the most recent work.

This critical work forms part of the ongoing investment and commitment to our power supply through the Capital Works risk-reduction program.



KEEPING-UP WITH COVID-19



WE HAVE WORKED TOGETHER AGAINST THE COVID-19 VIRUS, FOUGHT TO OVERCOME ITS MANY CHALLENGES AND DID OUR BEST TO KEEP IT AT BAY.

More than two years ago the sites response to manage COVID-19 started. We developed plans for action to be taken, established a dedicated onsite cleaning team, bought ample supplies of hand sanitiser and face masks and developed a COVID-19 education program. Signs also went up in offices, work areas and crib rooms advising the numbers of people allowed in each area and where possible employees who could work from home did exactly that.

Staffing issues, whether caused by isolating individuals or shutdowns forced by a single COVID-19 case onsite, had to be avoided. Employee shortages in the electricity substation, for example, could have forced a shutdown if available staff had not been able to manage a power outage.

We adopted technology to meet the COVID-19 challenge. Postcode recognition software was developed for the IT system to effectively block from the site anyone from an affected area. A heat-sensing, infra-red camera was mounted at the front gate to check people's temperature.

People, Safety and Environment Manager, Simon Mitchell said it was important to keep employees informed of the rapidly changing advice and external situation and to provide a COVID-19-safe plan to NSW Health to give them confidence we could manage if we had a case onsite.

"Thinking back, there was a time that a single case may have resulted in Public Health wanting to shut a part of the business down," Simon stated. "We had to educate the Public Health unit of the critical nature of our business and that we really could not shut down like other businesses."

All of that worked until just before Christmas 2021, when there was a rapid escalation of cases in the Hunter region resulting in the first COVID-19 cases coming to the site. It was, said Simon, the start of a "really challenging" period as the virus spread and the impact onsite labour was significant.

"Earlier this year we gained approval from NSW Health to be regarded as a critical business and an exemption from close contact isolation should we need to. Furthermore, we engaged Hunter New England Health nurses to be at the gates at shift changeover times for Rapid Antigen Testing (RAT) for anyone who had an exposure to COVID-19 or who just wanted peace of mind," Simon said, adding we now have moved to self-administered testing in a dedicated area.

With the challenges with labour to the site due to COVID-19 positive cases and close contact isolation, the call went out to former employees, retirees and those on annual or long service leave to come back to work. In addition, we added another 40 people

through contract labour arrangements through this period, as well as additional incentives for overtime.

"We had held COVID-19 off for almost two years. Our controls have worked well throughout this pandemic. Although the recent community based transmission has been high, all of our workers have collectively done their bit to help keep the impact of this to a minimum. Whilst this has been really difficult at times, I am proud of the resilience of our workers and we are certainly not impacted like other smelters I know and other businesses in our local community. We have not got every decision right during this period and learnt plenty along the way but the understanding and patience of our employees has been outstanding."

"We realise there are some things that are out of our control but as a business we're a little bit more comfortable living with the virus now – the pressure is easing for everyone."

"Like everyone, we've all got a bit of COVID-19 fatigue and I am looking forward to focusing on helping people recover physically and mentally over the next few months."

But there is no arguing the fact that, for the foreseeable future, the fight against COVID-19 is an ongoing one.

HR CHANGES ITS APPEARANCE



L-R: Giuliana Arnott, Allison Richards, Ryan Jackson, Sue Dunstan, Ben Cook and Amanda Gill

THERE IS NO ARGUING THE FACT THAT COVID-19 HAS CAUSED CHALLENGES, AND THESE CHALLENGES HAVE NOT BEEN CONFINED TO OUR PRODUCTION AREAS.

These issues felt across the smelter have brought their own set of difficulties to the Human Resources department, leading to an opportunity to change the way the team is structured, according to HR Superintendent Ben Cook.

Ben said that from the HR perspective the impact of staff shortages has meant using a variety of labour hire companies to recruit additional people for the business, filling gaps in the ranks brought about by COVID-19 related absenteeism.

In the first quarter of the year alone some 60 new employees have been recruited, a significant increase on the same period last year.

In the midst of this unprecedented period brought about by the COVID-19 pandemic, the Human Resources team has had the opportunity to appoint two new members, with Giuliana Arnott and Ryan Jackson joining the team in early March.

Both are University of Newcastle graduates, Ryan competing a Bachelor of Psychological Science and Giuliana a Bachelor of Business majoring in HR and Marketing.

They arrived at a time when the department was undergoing changes brought about by the HR team's participation in last year's Project Productivity review.

That review, Ben Cook said, led to a series of recommendations aimed at improving the department's service delivery and overall efficiency by standardising its practices and increasing its use of automation.

Moving from a decentralised format to a centralised HR model has been adopted to achieve the desired level of standardisation in our HR administration processes, according to Ben.

"This means that we will no longer have department-based HR advisors. Instead, HR support will be delivered from a shared services HR team operating across all departments.

People will now be dealing with a team rather than an individual. Effectively we had three different layers of administration so these changes are a way of reducing duplication," Ben said.

As well as the structural changes, HR is also implementing a software solution which will be used to track its actions and HR staff are currently working with a consultant to design standardised electronic forms that will be available to all Tomago employees.

It means that when the new system is fully operational an employee who raises a request (known as a ticket) for HR support, they will be able to track the action from its beginning all the way through to its completion.

Using the centralised HR model, individual activities will be assigned to nominated representatives. Giuliana Arnott and Ryan Jackson, for example, will handle:

- Recording Employee Changes (SAP), position transfers, grade changes, shift changes, resignations
- Creating, renewing and varying employment contracts
- Manning schedule maintenance
- HR report writing; DMT packs, block reviews, ad hoc people reports
- Recruitment; advertising, shortlisting, candidate liaison.

Payroll Officer Allison Richards and HR Information System Advisor Sue Dunstan will manage Employee Self Service (ESS) enquiries, leave processing, overtime processing and payroll enquiries.

Other HR services, including workplace investigations, grievance handling, dispute settlement, employment law and Enterprise Agreement advice will be managed by Senior HR Advisor and Payroll Supervisor Amanda Gill and HR Superintendent, Ben Cook.

L-R: Steve Ott and Greg Wall



HANDING-OVER THE APPRENTICE TRAINING BATON

GREG WALL HAS AN 8.5-METRE, FULLY SELF-CONTAINED MOTORHOME PARKED IN HIS DRIVEWAY AND A FOUR-WHEEL-DRIVE SUZUKI MODIFIED TO TOW BEHIND IT. IN MARCH NEXT YEAR HE PLANS TO PUT THEM BOTH TO WORK.



“We’re going to ‘do the lap,” he said. “The plan is to just get going and see where we get to at the end of the day.”

It is free-range thinking on a grand scale and something that will be very different for the man who has been Tomago Aluminium’s Apprentice Training Supervisor for the best part of three decades.

“I’ve been working since I turned 16. I’ve had a very satisfying working life and now I’m going to enjoy my non-working life,” he laughed about his long-term plans for his Tomago departure.

Greg started his apprenticeship as a fitter machinist at BHP when Imperial measurements were still marked on measures and gauges. During his time there he transitioned to metric so is fluent in both.

After completing his apprenticeship he spent six years in the textile industry as a maintenance fitter before starting at the recently-commissioned Tomago Aluminium smelter on January 23, 1984, going straight into the Central Workshop. It didn’t take too long for people to notice that Greg had an affinity with the ‘new kids’ and wanted to pass on his trade skills to the sometimes bewildered apprentices.

“When the apprentices came into the workshop I always put my hand up to take them under my wing. Some of the blokes were not keen to take on the apprentices but we all had to start somewhere, so I gave them a hand.

“I did that for several years then the opportunity came up for me to do some relief training (in the apprentice training area) and that went on for a couple of years.”

It became full time in 1995 and five years later Greg moved his team into the then-new Apprentice Training Workshop, where it is currently located.

Every year Tomago takes on seven apprentices and all are mentored by Greg. So what comprises a typical working day?

Normally, his shift is from 6am until 2.30pm but Greg is usually behind the desk at 5am to settle-in, read any reports that have come in, reply to emails, organise additional training and prepare the day ahead.

“Every morning we have a Toolbox Talk that takes 10 or 15 minutes. We discuss the events and reports from the previous shifts and plan the day. Most days the apprentices have practical work to go on with or there is a lecture that evolves into practical exercises with demonstrations.

“There is a pattern there but it varies all the time,” he said.

Greg will call time on his working life next year, handing-over the keys to the Apprentice Training Workshop to Steve Ott, “a born and bred Newcastle lad” who started his Tomago apprenticeship in 1987 and was not only trained by Greg in the Central Workshop but also worked with him there as a tradesman.

“When I started here we only had two Potlines, one Paste Plant and one Bake Oven. We’ve moved on a bit since then,” Steve said.

Steve is not exactly unfamiliar in the apprentice area, filling-in for Greg a few years ago when he took leave.

Has it changed much? “Not really. We are still using the same equipment but it’s much more safety-oriented, which is great.”

Steve is now working alongside Greg, getting up to speed on apprentice requirements and preparing to step into Greg’s boots when he clocks-off for the last time early in the new year.

They are pretty big boots to fill.



Mal Muddle



Mark Jordan

MAL'S SHIP HAS COME IN

JUST OVER FOUR YEARS AGO THEN-ROD SHOP PRODUCTION SUPERINTENDENT MARK JORDAN ACCEPTED THE ROLE OF FACILITY MANAGER AT KOORAGANG BULK FACILITIES (KBF). WHEN MARK ANNOUNCED HIS RETIREMENT LAST YEAR, ONE PERSON STOOD OUT FROM THE CROWD AS HIS REPLACEMENT.

That person was Tomago Aluminium Maintenance Superintendent Mal Muddle and it didn't take long for Operations Manager Andy Robbins and Asset Management Manager Jason Couper (since retired) to ask Mal if he was interested in taking the job.

It was an offer he couldn't refuse, simply because it ticked so many positive boxes.

"I wanted to stay in the maintenance and engineering space and I love looking after people," Mal said. "I was also looking for something new and being exposed to the shipping operation was a great opportunity that felt like a good fit."

KBF, a joint venture between Tomago Aluminium and Vue Cement, is the Kooragang Island storage site for petroleum coke and alumina, a stop-over point between its arrival in Newcastle and delivery to the smelter.

The Tomago storage facility includes five silos owned by Tomago Aluminium and managed by KBF, which also owns and operates the two suction unloaders on K3 wharf and the covered conveyors used to move ships' cargo into storage.

The site is an around-the-clock, around-the-calendar operation. If it stops, Tomago stops because the smelter relies on the continuous delivery of alumina and coke from KBF to be able to make aluminium.

Mal Muddle's arrival at KBF's 'big office' marks an ongoing connection between Mal and Mark Jordan.

When Mal started his Tomago Aluminium journey many years ago it was at TAC as an apprentice to Mark and the pair continued to work together throughout their careers.

It was this relationship with Mark, and his recommendation of Mal for the KBF role, which helped Mal's decision to accept the position.

Mal manages the entire KBF team, which includes four staff, a team of 10 Downer maintenance contractors and a number of permanent and semi-permanent contractors. Together they are responsible for unloading the ships and storing the cargo before delivering it to Tomago.

Mal started in his new role in January but has already hit his stride.

"I'm loving it and I'm enjoying the challenges, especially the shipping operations aspect," he said.

In a moment of melancholy while looking back at his long career at TAC, Mal said he is still missing the people and the friendships.

"The camaraderie at TAC is hard to beat – from the welcome at the security gates through to the long-term friendships you make across the site.

"I'm really proud of the things we achieved as a team at TAC."



Simon Mitchell

SAFELY PLAYING THE NUMBERS GAME

ANY ATHLETE WILL TELL YOU THEY ARE ONLY AS GOOD AS THEIR LAST GAME AND NOTHING CHANGES WHEN IT COMES TO SAFETY.

With that in mind, if smelting aluminium safely was measured by athletes' standards then Tomago Aluminium would be classed as an A-grade player.

Last year, despite all the distractions of the COVID-19 pandemic and its effect on the business, we managed to record an impressive 1.25 million working hours – that's one million, two-hundred-and-fifty-thousand hours – without any recordable (serious) injuries.

In real terms that equates to around five months cumulative. Putting that into perspective our previous best was one million hours (four months) five years ago.

"That figure, 1.25 million hours, is something we've never achieved before with the business and something of which we can all be proud," Tomago Aluminium's People, Safety and Environment Manager Simon Mitchell said.

"Although these numbers are interesting, they are not how I measure success. For me it is more about looking at a range of data both formal and informal. In safety, I never want to see any employee injured, particularly where it is serious. It is pleasing to see our costs of injuries and the severity (measured by days off work) are also very low."

"Personally I think our performance can be attributed to the care our workers show for each other, our 'Mates Looking After Mates' culture. I feel we share a sense of responsibility to look after ourselves and our colleagues."

Simon said that most recently with all the distraction of COVID-19 and the uncertainty that comes from that environment, our employees are encouraged to remain focused on the things they can control, things that happen inside the gate.

"I'm looking forward to improving further the way we consult and listen to workers concerns, returning to face to face discussions where we can understand further employee concerns, and continue to make improvements."

"It will be great to also take the time to recognise the efforts of our employees and the upcoming Innovation and Excellence Awards are the right place to do this."

Simon added that whilst records are nice it is important to continue to look out for each other and to remind ourselves that, like all athletes, we are only as good as our last shift.



HELPING TO HEAL THE MENTAL BRUISING

A PHYSICAL INJURY IS EASILY TREATED BUT MANAGING AND PREVENTING MENTAL ILLNESS CAN BE MORE CHALLENGING, WHICH IS WHY TOMAGO IS TAKING PART IN A STUDY TO UNDERSTAND IT.

Physical injuries are something we treat with relative ease because such injuries generally have recognised and predictable treatment regimes.

Preventing and managing mental illness can be more challenging to understand and prevent as the causative factors can result from a variety of reasons. Furthermore, the stigma that is associated with mental illness means that people can delay seeking appropriate help, support and treatment.

Workplace factors can contribute to both our physical and psychological wellbeing. The problem is one can be determined quite easily but the other cannot. It is easy to sign-off on a physical injury but very difficult to sign-off on a psychological one.

For this reason Tomago Aluminium was keen to take part in a mental health study – the Psychological Climate Safety Survey – run by the Australian Council of Trade Unions (ACTU) and University of South Australia (UniSA) when it was suggested by the Australian Workers Union.

“The physical hazards and the risk that present to employee health and safety are reasonably well understood and known,” Tomago Aluminium’s People, Safety and Environment Manager Simon Mitchell said, “but the psycho-social effects, factors that can impact mental health, are not as widely understood. These factors can impact employee wellbeing and may manifest as lower levels of productivity, higher levels of absenteeism, job satisfaction and engagement.

Seventy employees were invited to take part in the study, which addressed two key areas, the first educating leaders and employees about psycho-social habits and the second looking at leadership styles.

While this latest study is not breaking new ground, it does give employees and leaders a chance to understand

more specifically which psycho-social factors are impacting them and their team mates.

“It is an evidenced based approach to assessing the risks, quantifies it and proposes ways to manage these risks. Whilst we need to understand these factors and control for them, it is important to include a holistic approach to this issue, which will include supporting employees mental wellbeing outside the workplace as well,” Simon said.

“We know that a certain level of stress is normal for people to function at an optimal level, however those stress levels also need to be managed and controlled and providing employees with strategies to help them is important.”

Simon said the results of the survey will be followed-up by a second survey starting in late August or early September.

“It’s a long-term strategy and its success and feedback from participants will help guide what we do for the rest of our workforce.”



PREVENTING HEALTH PROBLEMS IS ALL IN THE PLANNING

AT TOMAGO ALUMINIUM WE PUT A LOT OF EFFORT INTO MAKING SURE WE KEEP OUR MACHINERY, TOOLS AND OTHER EQUIPMENT IN A GOOD, WORKABLE CONDITION.

The team at Health Services also puts in a lot of effort but for them the focus is on the condition and wellbeing of the people working with that machinery and equipment.

At the moment the focus of Health Services has been on catching-up with the medicals that need to be done, the backlog caused by the COVID-19 pandemic.

“Once the medicals are back on track though the focus will turn to prevention,” Health Services’ Anthony ‘Cookie’ Cook said.

“By doing regular medicals here at work and looking at the data we have noticed changes in the employee group when it comes to things such as body weight and waist circumferences,” Cookie added.

“An increase in these means there is an increased risk of chronic disease and injury, which can impact on health and wellbeing as we age.

“Some of this increase is linked to the ageing process but much of it is due to lifestyle factors that we can change.

“Some people develop an apathy towards their health and they tend to think they can’t change but anyone can change. We just want to avoid people putting it in the ‘Too Hard’ basket.”

It is hoped that with the development of a program to actively promote and support people making changes we can move into a preventative space and change the path that some people are on, towards a healthier one, effectively helping people age better and get the most out of their lives.

Health Services is looking at using its existing physio, nursing and dietitian resources to work with individuals, helping them make their own personalised changes and providing them with the support needed to make the changes permanent.

The Health Services’ Preventative Health Program is expected to be rolled-out towards the end of the year.



L-R: Andy Robbins, Simon Mitchell and Matt Howell presented a cheque for \$20,000 to the Salvation Army to assist flood victims



Matt Howell presented a cheque for \$5,000 to Tony Lewis (TAC) and Variety team

GIVING TO THOSE WHO NEED US

AT TOMAGO WE HAVE A STRONG HISTORY OF SUPPORTING HARDWORKING CHARITIES THROUGH OUR WORKPLACE GIVING PROGRAM.

Every year we select our four charities by member nomination and popular vote, ensuring the money raised is distributed across a broad spectrum of worthwhile, hardworking organisations.

Tomago employees have been supporting charities for some 35 years now through out-of-pay donations and in that time have raised more than a million dollars for local charities with a similar amount going to the Westpac Rescue Helicopter Service.

Over the years we have supported a broad range of charities, some big, some small but with one thing in common: all of them work hard to help our community.

Our chosen charities for 2022 are Lifeline, Variety – the Children’s Charity, NETS and Nova for Women and Children.

Lifeline is a free and invaluable 24-hour crisis support line answering over a million calls a year, ensuring that no Australian has to face their darkest moments alone.

Variety – The Children’s Charity, helps sick and disadvantaged children as well as kids with special needs, with financial support for wheelchairs, specialist equipment, therapy, medical supplies and other necessities that might be unaffordable or unavailable without assistance.

NETS is the acronym for the Hunter’s Newborn and Paediatric Emergency Transport Service, a unit attached to the John Hunter Hospital to provide expert clinical advice, emergency treatment, stabilisation and inter-hospital transport for very sick or injured babies and children up to the age of 16.

Nova for Women and Children is there for women and children at risk of homelessness, helping them remain safely in their homes and also assisting the homeless or those in crisis to be housed in safe accommodation and with support.

Each of these charities, along with the Westpac Rescue Helicopter Service, received a significant donation from our Workplace Giving Fund in June at a special onsite morning tea.

“We would like to thank all of our Workplace Giving Fund members for their contributions – their support is appreciated and allows us to continue making a difference in our local community,” TAC Communications Advisor Katie Burns said.

Tomago Aluminium’s charitable work does not stop there though. Money has been raised to help with natural disaster relief in the past and victims of the March floods were helped by Tomago employees’ generosity.

Following the Northern NSW flood emergency being declared, our Tomago Flood Relief Appeal was launched onsite, a four-week campaign running throughout April as an out-of-pay donation program.

“Many people donated and the money came straight out of their April pay. TAC employees put in almost \$6,000 from their own pockets and the business agreed to round this up to \$20,000!” said Katie Burns.

The money was donated to the Salvation Army, which is working on the ground, helping flood victims in the affected areas, at a special morning tea and cheque presentation.



Katie Burns presented the new mower to the Hunter Botanic Gardens



Like members of every community we want to help our neighbours and late last year, when the Hunter Region Botanic Gardens committee asked for help replacing their 15-year-old ride-on mower we were happy to lend our support.

Early this year we handed-over a shiny new red ride-on which we hope will give many years of trouble-free service for the Gardens' maintenance team.

Truck driver Kevin Peter handcrafts wooden toys from recycled wood found onsite for sick and hospitalized children with many of his toys representing Tomago's specialist vehicles.

Last year Kevin 'sold' a miniature metal hauler to the company with the money raised from the sale handed-over to Wounded Heroes, a national community organisation providing support for Australian service personnel and their families to help ease the financial, emotional and personal hardships of contemporary military life.

More recently Kevin handcrafted a Tomago Fire Truck which he also 'sold' to TAC, with the money raised donated to the Little Wings charity.



WAYNE PRINGLE RETIREMENT

After 32 years on the job – many of them representing Tomago Aluminium's Australian Workers' Union members – Wayne Pringle has announced his retirement.

Wayne was the AWU's site delegate from 2008 until 2021 and has been involved in a number of workplace changes, including the move to 12-hour shifts and annualised salaries.

He had a strong involvement in the Hardship Scheme development for members in need of financial assistance and over the years put a huge amount of effort into supporting and promoting employee out-of-pay donation schemes to help the Westpac Rescue Helicopter Service and many local charities.

In mid-2020 Wayne and Katie Burns relaunched our out-of-pay Charity Donation program, merging two out-of-pay schemes into one and creating the Tomago Workplace Giving Fund, resulting in a significant increase in the participation rate.

In November that year our new-look Workplace Giving Fund was recognised by Workplace Giving Australia's highly-respected Workplace Giving Excellence Awards, scoring Gold in the Best Launch or Refresh category and Bronze for Best Overall.

Early last year Wayne and Katie were asked by Workplace Giving Australia to present at their annual conference, to share their knowledge on successful workplace giving practices and it was very well received.

For the 2021 awards a new prize category, Unsung Heroes was added and it came as no surprise that Wayne was not only nominated but named as a finalist and went on to win the category.

"Wayne's passion for our Workplace Giving Fund has always been obvious," Katie Burns said. "Despite retiring, I know his enthusiasm for giving back to the community will continue."

What's in store for Wayne in retirement?

"Travel – I'm a bit of a 'grey nomad' I suppose. Just pull-up beside a nice river somewhere and stay until the Esky is empty," he mused.

TOMAGO IS SUPPORTING JUNIOR SURF LIFESAVERS



TOMAGO ALUMINIUM HAS THROWN ITS SUPPORT BEHIND COOKS HILL SURF LIFESAVING CLUB WITH A SPONSORSHIP THAT WILL BENEFIT BOTH THE CLUB AND THE WIDER COMMUNITY.

Early this year TAC sponsored Cooks Hill SLSC to the tune of \$5,000, with \$3,000 earmarked for uniforms for its 140-strong junior squads competing in state and national events and \$2,000 to fund training equipment used by younger club members.

“We see the financial assistance for the club’s junior programs as yet another way in which Tomago Aluminium can support the wider community”, Tomago’s Communications Advisor, Katie Burns, said.

“We support a number of regional groups across a broad range. We like helping a wide variety of community groups because we feel our support can really make a difference,” Katie added.

Cooks Hill SLSC members have been patrolling the hugely popular beach every summer for the past 110 years. Established in 1911, the surf club is the Hunter’s oldest and largest with 1250 members, some 250 of them actively involved in regular voluntary surf patrols, watching over Bar Beach every Saturday, Sunday, and public holidays from early October through to the end of April, including 600 Nippers.

Cooks Hill SLSC president Michael Clancy said the club is proud of its high levels of training and service to the region.

“Cooks Hill Surf Lifesaving Club also takes great pride in fostering surf lifesaving’s youth element,” Michael said. “We are extremely appreciative of the support Tomago Aluminium is giving us with this highly valued sponsorship and this money will go a long way towards helping us achieve our goals.

“We have a large and successful Nippers program with around 600 children participating each summer and funding like this is critical, both for the club environment and for the broader community,” he added.

Tomago Aluminium CFO Stacey Sleeman said that with 85 per cent of Australians living within 50 kilometres of the coastline, connecting with Cooks Hill SLSC seemed like a natural fit.

“Here in the Hunter we love the beach. We spend a lot of time in the water and, thanks to surf lifesaving clubs like Cooks Hill, we are able to do so in great safety.

“The junior members, the Nippers being trained now, are our future lifesavers so we are happy to help the Cooks Hill club build its junior membership programs,” Stacey said.

Cooks Hill SLSC members got to show-off their new uniforms on a big stage in April, the club’s representative team taking part in the 2022 Australian Surf Life Saving Championships on Queensland’s Gold Coast.

Part of a record 7,200 entry from more than 300 surf clubs nationally, they put their skills to the test in a range of beach and ocean competitions, putting-in a strong performance to claim their share of the medals.

Cooks Hill SLSC oversees a variety of beach activities including all-age training programs and surf competitions and community outreach activities which include refugee and immigrant beach safety and beach access programs for wheelchair users.

The Bar Beach-based club is also Australia’s only surf club to have a cenotaph honouring, among others, eight of its own members who were killed in action in World War One.

In the past 35 years Tomago employees have contributed more than a million dollars to local charities with a similar amount raised for the Westpac Rescue Helicopter Service.



Jordan Brownlowe



Team members shared their support for the theme 'Breaking the Bias'



International Women's Day

INTERNATIONAL WOMEN'S DAY IS A YEAR-ROUND FOCUS

IN 1911 MORE THAN A MILLION WOMEN RALLIED ACROSS EUROPE TO MARK INTERNATIONAL WOMEN'S DAY BUT IT WASN'T UNTIL 1975 THAT IT WAS RECOGNISED BY THE UNITED NATIONS TO CELEBRATE PROGRESS IN THE STRUGGLE FOR GENDER EQUALITY.

It seems strange to us now but women were once forbidden to vote and faced workplace restrictions. Now? They lead countries and run businesses. In Australia, women now have rights our grandmothers could only have imagined. But there is still a long way to go.

International Women's Day, celebrated annually on March 8, is a time to both recognise the social, political, economic, sporting and cultural achievements of women everywhere and salute those who came before, those working for equality and those who are still to come.

At Tomago Aluminium we honoured International Women's Day with the theme: 'Breaking the Bias' and we once again swung our weight behind the celebrations by sponsoring the annual Port Stephens International Women's Day breakfast.

'Breaking the Bias' was chosen to disprove the long-held assumption that women cannot fulfil any role presented to them in the workplace and overturn beliefs that having women in industry is simple tokenism.

A number of our female employees attended community events held to mark International Women's Day. CFO Stacey Sleeman, for example, joined Business Hunter group compatriots to explain what breaking the bias meant to her, saying it means she and other leaders can use their influence to challenge the barriers and limitations continually placed both consciously and unconsciously on women.

"My perspective is that we are not as far down the equity pathway as we could be," Stacey said. "We are making progress but it needs to be and should be faster – why should it take this long?"

Process Engineer Melissa Wyllie attended a special Hunter Business Network lunch at Merewether Surfhouse along with other TAC employees and noted how far women have come in terms of recognition and appreciation of gender equality, noting the number of young women now choosing career paths in traditionally male-dominated fields and with merit-based recruitment.

Ingot and Metal Flow Supervisor Jordan Brownlowe is a Tomago employee at the forefront of breaking the bias.

The Casthouse's first female leader, Jordan has been stepping on misconceptions for the last 18 years both as a business owner pre-Tomago and in her time at the smelter.

She believes the myths of tokenism need to be dispelled and women promoted for their achievements.

"As the only female supervisor in my department it's been challenging establishing myself in my role and asserting myself as credible in my leadership style and opinions," said Jordan.

"(But) I stick to my guns and follow through with what I believe while still being open to learning. I also try to be a good role model, encouraging other women to take opportunities."

Jordan says she is inspired by Tomago's leaders and hopes to one day be in a similar position.

"The CFO and Carbon Manager are both female and they show that females in senior leadership positions are possible and inspirational."

EUROPE'S BEST MEET TOMAGO'S TOUGH STANDARDS

ULFT, IN THE NETHERLANDS, IS A TOWN OF 10,000 PEOPLE, TWO FOOTBALL TEAMS, SOME CHURCHES AND A SWIMMING POOL.

A 'blink and you'll miss it' place, Ulft does not claim rock stars, sporting heroes or actors as its own.

It is home to Hencon, one of the world's best known specialist heavy vehicle manufacturers, a company whose boast is that when conventional vehicles are not up to the job its specially-designed, custom-made units are.

Hencon took its first steps into the metal industry in 1972 and quickly became the world leader in specialist mobile equipment for the aluminium industry with specialist vehicles for casthouses, foundries and pot rooms.

It even makes automated, driverless vehicles and electrically-driven, zero-emission equipment is a priority for the future.

No wonder then our Senior Maintenance and Systems Engineer, Jason Giddins, made Hencon his first port of call on a recent trip to Europe to inspect, among other things, two new Anode Haulers destined for duty at Tomago.

Until recently we had eight Anode Haulers but two were pensioned-off because, said Jason, "they were just not the right piece of kit from the start".

Some of the haulers are now approaching 30 years old and are towed by a prime mover (the 'head' of the truck) based on a six-wheel-drive (6x6) Volvo offroad truck design with the trailers modified to fit.

"We've replaced the Volvo head units over the years but we can't get them anymore – we've even bought secondhand units and modified them but we're running out of options there, too," he said.

An opportunity arose with the deletion of the LDVs and LTVs that Hencon was destined to build for Tomago. Then-Asset Superintendent Antonie Jacobs realised our situation, discussions were held and the decision taken to have Anode Haulers made.

Ordering new Anode Haulers from Hencon has allowed us to get exactly what we want and by visiting the company's head office Jason was able to conduct a comprehensive question and answer session and a detailed pre-delivery inspection confirming Tomago's requirements, both sitting well with the company's Chief Executive Officer, various department managers and the whole executive team.

"It was very rewarding, sitting down with their CEO and other managers and hearing how impressed they were with how we conducted our business and the quality of our Q&A documentation," Jason said.

No one had ever sent a representative to conduct such a process before so we were able to build a good, strong relationship with Hencon.

When the two new Anode Haulers arrive later this year they will be put through a series of functionality checks with the help of a Hencon technician. They will include magnetic field tests to determine the correct shielding on the vehicle electrical systems to protect against magnetic fields encountered in some areas of the smelter.

Even leading smelting vehicle specialists like Hencon experience difficulties in safeguarding machines from the magnetic fields encountered at different smelters.



L-R: Deiter, Jason and Uli at Kamag in front of a 140T Pot Slag Truck

Drivers will also be trained on the new vehicles before they are slotted into the Tomago work roster.

Hencon was not the only specialist industrial vehicle manufacturer Jason visited in Europe and a day at Scheuerle Fahrzeugfabrik in Pfedelbach, in south-west Germany and another at Kamag Transporttechnik in Ulm, some 200 kilometres south, to look at the possible replacement for Tomago's current Scheuerle pot transporter, a 120-tonne unit used to move pot shells around the smelter.

The visit gave him the chance to not only inspect the build quality of the latest Scheuerle machines but also to work through a comprehensive question and answer document with Scheuerle's management. The document was prepared with the help of Tomago's own vehicle operators.

"Their management team was very impressed with our Q&A documentation," Jason said. "No other company has done anything like that. They liked our professionalism."

Jason said a 150-tonne machine is on the cards and a long day ("nearly 13 hours") at both manufacturing sites, meeting management and senior staff, also gave him the chance to drive the vehicles and examine their build quality.

His response? "Brilliant!"

Exact arrival and commissioning dates for the new heavy vehicles are yet to be finalised but when they do come on line their contributions will certainly be felt.



SAFETY GAINS FOR TOMAGO'S EMERGENCY RESPONSE TEAMS

THEY ARE THE PEOPLE WE HOPE WE WILL NEVER SEE IN ACTION BECAUSE, IF WE DO, SOMETHING BAD HAS HAPPENED AND REQUIRES SKILL AND COURAGE TO FIX IT.

They are Tomago's Emergency Response Team (ERT), a dedicated, specialised group of 48 people charged with protecting the company's most important asset – us.

Tomago's ERT, made up of maintenance shift personnel and shift operators, is divided into four crews of 12, ensuring that a full crew is onsite for every shift, ready to act in an emergency.

Because of the dangerous work they could be called on to do at any time, the safety equipment they use needs to be the best and most up-to-date possible. Over time, and given the nature of the role, the response gear was reaching the end of its life.

Early this year, as a means of improving communications in a challenging environment and in order to keep team members safe, Tomago invested in new fire-fighting helmets and turnout gear for the Emergency Response Team.

Designed to be durable, long-lasting, impact absorbent, protective, light and comfortable, the new MSA helmets are the same as those used by Fire and Rescue NSW with built-in lighting, wide vision lens, a flexible microphone headset and a recessed ear piece.

The structural gear and gloves are also a key feature of the fire fighting response and, with the old gear getting tired, the new uniform comes as a welcome upgrade.

The new helmets, costing \$1,000 each, replace the old Rural Fire Service-style helmets that were previously used.

"They proved to be difficult with communications," Injury Management and Security Service Superintendent, Simon Treyvaud, said. "They had radios but communications were limited and we were often using hand signals.

"These have a built-in earpiece and a higher-quality microphone that is much better for clarity," Simon added.

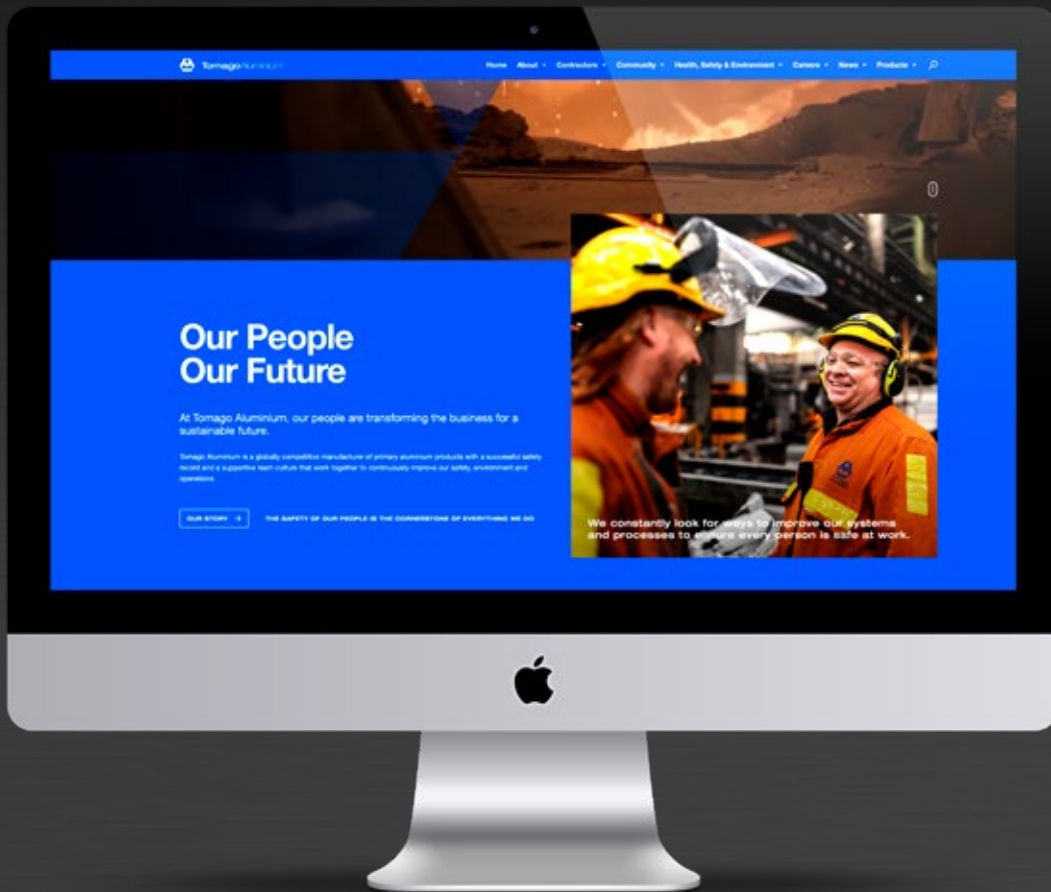
The teams have already tested the new helmets with mock scenarios in the Paste Plant and members immediately noticed major differences in radio sound quality. They were able to clearly understand direction and commands, especially under the duress of competing noise levels, such as those experienced with fire and evacuation alarms as well as those of the plant.

The training drills simulated a hot oil spill in Paste Plant 1 and included fire alarms on multiple floors and smoke on the fourth floor. The ERT crews dealt with the oil spill and mounted a search for reported casualties.

The mock scenario included a search and rescue effort to find two missing people, which was successfully achieved.

"We hope that we don't have to call on the (ERT) service, however, if that time arises, there is a degree of comfort knowing that the new gear goes a long way towards making the job a little easier," Simon said.

TOMAGO'S WEBSITE INVITES THE WORLD IN



WHEN WE WANT TO KNOW ABOUT A BUSINESS WE LOOK AT ITS WEBSITE. A LOT OF PEOPLE WANT TO KNOW ABOUT TOMAGO ALUMINIUM SO WE CREATED A COLOURFUL, VIBRANT AND INFORMATIVE WEBSITE EXPLAINING WHO WE ARE AND WHAT WE DO.

Tomago has had a website for around two decades but our previous site was starting to show signs of age and was needing a re-fresh.

Who wants to know about us? Lots of people. Students, teachers, potential employees, customers who can't physically reach us and even people who are just curious to know what we do.

We joined forces with Newcastle website design and development business Redback Solutions, and together we came up with a colourful and dynamic site that explains every aspect of our business.

It tells of our history, our ongoing health and safety efforts and our environmental commitment, our charity work and our community efforts. It also introduces our employees and gives access to all of Tomago's news, job vacancies and product information.

In short, our new-look website, which went live in February this year, opens the window and lets the world take a good look at us. It shows people who we are, what we do and our culture onsite.

Next time someone asks you to explain various aspects of Tomago Aluminium, just grab your phone, tablet or PC and click on tomago.com.au and give them the full picture.

CELEBRATING YEARS OF SERVICE

40 YEARS

Carbon

Ross McCrohon

Maintenance

Neil Lindus

Philip Humphreys

35 YEARS

Carbon

Glenn Ellicott

Maintenance

Steven Kennedy

Steven Ott

30 YEARS

Carbon

David Harwood

Liquid Metals

Jeffrey Evans

Zdenko Farmas

Timothy McFadyen

Michael Glover

Anthony Green

Maintenance

Nathan Watt

Tony Smith

Plant Management

Katrina Whiteley

25 YEARS

Carbon

Aaron Kildey

Lance Skinner

Matthew Cook

Liquid Metals

Shane McDonald

David Mitchell

20 YEARS

Carbon

Mark Ball

Liquid Metals

Sione Lolohea

Ian Parkes

Michael Flanagan

Bradley Neale

10 YEARS

Carbon

Tim McLean

Dane Elkins

Cast Products

Dallas Edwards

Liquid Metals

Anthony Conserdyne

Maintenance

Keiran Twiss

Todd Lilley

Jade Maddigan

Jerry Lowe

Plant Management

Andrew Robbins



BEK REID

What is your current role?

Potline Supervisor (Team Leader)

When did you start at TAC?

2017, so I've been at TAC just over five years.

What's your favourite thing about working at Tomago Aluminium?

The opportunities to learn new skills and progress, and furthering my education in terms of diplomas etc.

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

Dinner and a few quiet cocktails is always a winner with me.

Biggest regret?

Not deciding what I wanted to do straight out of school/Not completing tertiary education straight out of school.

Favourite food?

Mexican!

What were your first thoughts on TAC?

I was really intrigued by the whole process and felt as though there would be good opportunities for a progressive career.

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

Be patient. Sometimes I'm still in need of a reminder of this!

ALUMINIUM FACT

Aluminium offers unrivalled barrier properties and can block out moisture, bacteria, micro-organisms, light, oxygen and other gases. For this reason, aluminium foil is used in the protective packaging of pharmaceuticals.

SUPPORTING LOCAL CHARITIES AND COMMUNITY EVENTS...

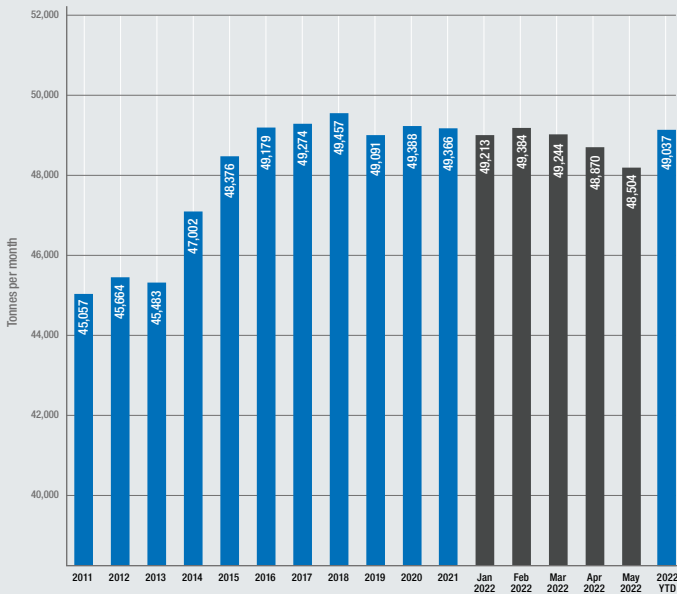
Every year Tomago Aluminium supports a number of local charities, community events and local schools through sponsorship and donations. In 2022 so far we have supported the following:

- Cooks Hill Surf Club
- Hamilton Azzurri Football Club
- Tomago Bowling Club
- Port Stephens International Women's Day Breakfast
- Australian Motocross Series
- Hunter Manufacturing Awards
- Special Children's Christmas Party
- NUCES Sponsorship
- Fingal Bay Surf Club
- The Salvation Army
- Multiple Sclerosis Limited (MSL)
- Hunter Region Botanic Gardens
- Immune Deficiency Foundation Trust
- Hunter Safety Awards
- Southlakes Homeless Food Delivery
- Mark Hughes Foundation
- Special Childrens Christmas Party 2022
- Lifeline
- NETS
- NOVA Women and Children
- Variety, The Children's Charity
- Soul Cafe

KEY PERFORMANCE INDICATORS

EFFECTIVE METAL PRODUCTION (Tonnes/Mth)

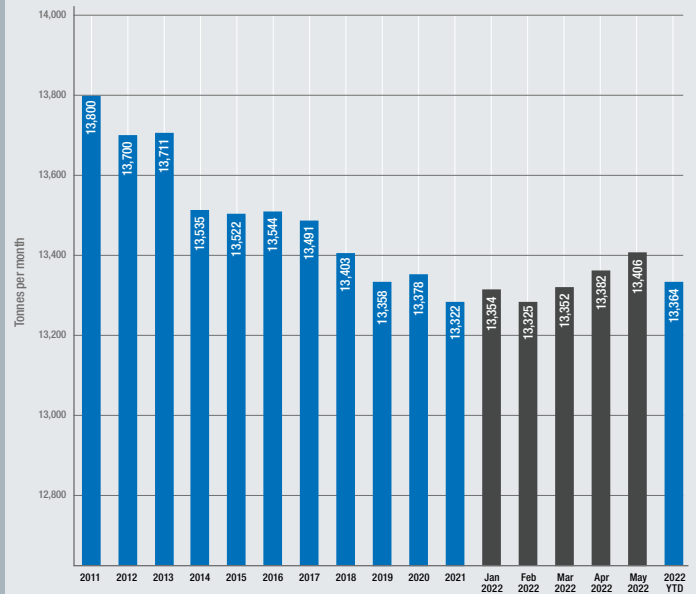
Yearly Actual Monthly Actual



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/t Al)

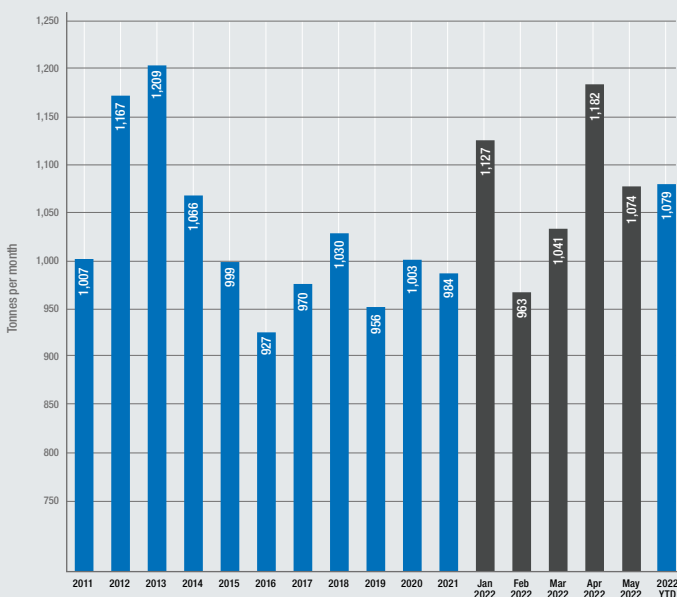
Yearly Actual Monthly Actual



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)

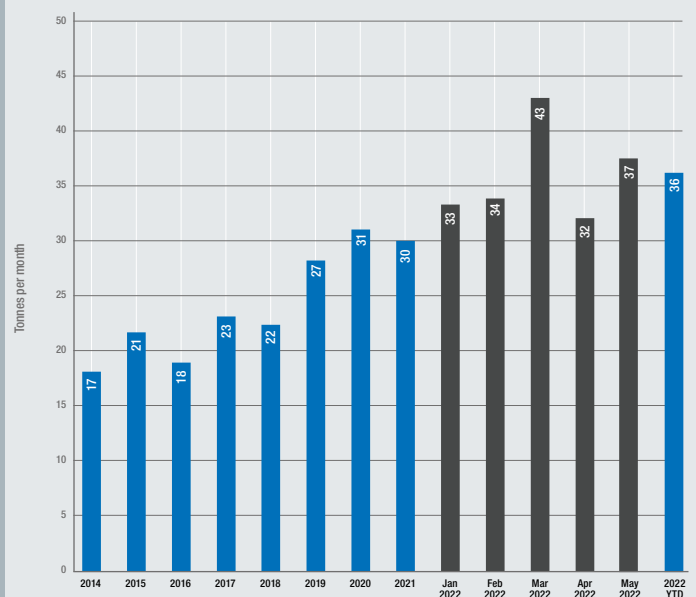
Yearly Actual Monthly Actual



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

HAZARD EVENT RATIO

Yearly Actual Monthly Actual



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