

Tomago Aluminium

Volume 1 | 2025

# A news



**Securing our  
energy future**

**Celebrating  
Innovation  
and Excellence**

**A focus  
on safety**

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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](mailto:katie.burns@tomago.com.au)

# Message from Jerome

**Jerome Dozol**  
CEO and General Manager



## COLLEAGUES, WELCOME TO THIS EDITION OF TAC NEWS.

It's been just over nine months since I joined the team, and I want to thank everyone for the warm welcome to both the role and to Newcastle.

At the time of writing, TAC and the AWU have reached an agreement on the terms of TAC's offer. We appreciate the cooperation of our employees and the Union throughout the negotiation process. This agreement provides excellent conditions for our operators while supporting a sustainable future for Tomago.

Our priorities remain centred on enhancing safety performance through our new Safety Transformation Plan, ensuring operational stability, and securing our next energy contract. We remain committed to reducing our energy consumption, decarbonising our operations, and achieving 100% renewable energy by 2035. Our transition involves two key phases: managing the shift with coal until 2032 and fully transitioning to renewables beyond that.

Our search for renewable energy suppliers has confirmed viable options to support our long-term goals, though current pricing remains a challenge. We continue to work closely with the NSW and Federal Governments to strengthen Australia's local aluminium industry and secure our future as a green metals manufacturer. We are confident that 2025 will bring greater clarity on TAC's path forward, and we will keep you informed every step of the way.

The Federal Government's announcement of an aluminium production credit will provide TAC with essential support until renewable energy costs decrease or global carbon pricing

aligns with market values. This initiative recognises aluminium's crucial role in the economy and Australia's sustainable future. It also shows the Federal Government's commitment to green metals manufacturing and communities like ours that have powered the nation's aluminium industry for generations. We will work with the government to maximise its benefits.

Another critical point we are making to governments, is that as one of NSW's largest energy consumers, our ability to modulate power usage plays a critical role in supporting grid stability.

Joining Tomago Aluminium has been an exciting and humbling experience. The company's global reputation for excellence and leadership in key areas – such as casting, carbon performance, amperage, and anode density – is truly impressive.

The results from the Kaizen workshops in the Rod Shop stood out to me early on, with the team's innovative efforts earning them the well-deserved title of overall winners at our 2024 Innovation and Excellence Awards. Congratulations to them, as well as to all our winners and finalists!

I was particularly impressed by this Kaizen process, which has recently driven great improvements in Casting following the vehicle and pedestrian workshops and the scrap reduction Kaizen. This approach empowers those who know the processes best, enabling them to identify root causes and develop sustainable solutions. In this edition, we highlight how Kaizen initiatives have successfully reduced quad generation in our LMO department.

This newsletter also highlights major capital projects and long-term investments that drive our business success while reducing our environmental footprint, including our state-of-the-art Dross Recovery Plant and new Slot Saw. Together, these assets represent a \$50 million investment in TAC's future.

Our strategic plan places people at its core. We are finalising a new People and Culture Strategy to ensure our workforce is engaged, sustainable, and equipped with the tools and support to thrive. To keep everyone informed, we'll introduce regular quarterly updates and townhall meetings in 2025.

Family and community is important to me. I have come to understand the importance of Tomago to our region in terms of jobs, the economy and our community support. Thank you to everyone who gets behind our Workplace Giving and other community support initiatives.

This newsletter, delivered to employees' homes, provides families with insight into our work and our commitment to safety and wellbeing. I look forward to meeting more members of the Tomago Aluminium family and building on the strong foundation of pride and care that makes this organisation exceptional.

We are a great business on the right path to continued success. My door is always open if you have feedback or ideas to help take our business forward.

Here's to a happy, healthy, and successful 2025 for you and our business.

**Jerome**



# Securing our energy future

By Andrew Newman, CFO

This provides us with much-needed support until renewable energy becomes more affordable or global carbon pricing is reflected in market values.

## THE AUSTRALIAN GOVERNMENT'S RECENT ANNOUNCEMENT OF AN ALUMINIUM PRODUCTION CREDIT UNDER THE FUTURE MADE IN AUSTRALIA PLAN IS A SIGNIFICANT STEP TOWARDS SECURING TAC'S ENERGY FUTURE AND THE SUSTAINABLE FUTURE OF ALUMINIUM SMELTING IN AUSTRALIA.

The Prime Minister Anthony Albanese, Minister for Industry and Science Ed Husic, Federal Member for Paterson Meryl Swanson, Assistant Minister for a Future Made in Australia Tim Ayres and Hunter based federal MPs visited TAC on January 20 to make the announcement.

Our energy transition has two parallel workstreams, both of which we need to secure our future.

- 1. Transitioning to renewables** – securing our energy supply from 2029 onwards while renewable projects are developed, and beginning to reduce our reliance on coal fired electricity.
- 2. Beyond 2032** – ramping up to significant amounts of clean energy in our power supply with a target of 100% renewables by 2035.

With our power contract expiring at the end of 2028, TAC undertook a comprehensive market process last year, evaluating proposals from 24 suppliers offering wind, solar, and battery storage. While this confirmed the feasibility of achieving 100% renewable energy by 2035, it also highlighted challenges in accessing suitable renewable energy supply and

transmission infrastructure needed to meet our interim target of 50% by 2030.

One of the key challenges facing TAC is the high cost of electricity, which makes operations unsustainable without government support. Additionally, delays in renewable energy project approvals and infrastructure development are contributing to the cost and supply issues.

The Federal Government's aluminium production credit will apply to aluminium we and other Australian smelters make with renewable energy. This provides us with much-needed support until renewable energy becomes more affordable or global carbon pricing is reflected in market values.

Over the past year, TAC has worked closely with industry bodies to advocate to the NSW and Federal Governments and its agencies for support. We have been emphasising the vital role aluminium plays in Australia's energy

transition. Aluminium is essential for renewable energy infrastructure, electric vehicles, and a range of everyday products, making it critical to maintaining local supply chains and reducing reliance on imports.

The Australian Government's recognition of low-carbon aluminium as part of its Future Made in Australia Plan aligns with TAC's commitment to sustainable production. The NSW Government is accelerating the transition to renewable energy through its Clean Energy Future planning framework, reinforcing TAC's pathway to a greener future.

The benefits of continued government support for the aluminium sector extend far beyond Tomago's operations. TAC employs over 1,000 people and supports approximately 5,000 individuals through contractors and suppliers, contributing significantly to local and national economies.

Additionally, TAC plays a crucial role in stabilising NSW's energy grid by providing consistent and significant energy consumption, which is critical as the grid transitions to more renewable energy sources.

TAC will continue to work with renewable energy providers and government partners to finalise agreements that will support our transition to low-carbon aluminium. The aluminium production credit, combined with our strategic efforts, ensures that Tomago remains a key player in Australia's manufacturing landscape and a model for sustainable industrial operations.

For the latest updates on TAC's energy transition and our progress towards a sustainable future, visit [tomago.com.au](http://tomago.com.au).



## 2024 Innovation and Excellence Awards

# Recognising and celebrating innovation and excellence

### INNOVATION AND EXCELLENCE IS VITAL TO TAC'S FUTURE. LATE LAST YEAR WE RECOGNISED SOME OF OUR TEAM FOR THEIR EXCEPTIONAL ACHIEVEMENTS IN 2024.

The Rod Shop's Kaizen Team was the standout winner of TAC's 2024 Innovation and Excellence Awards, earning the Overall Winner title. This team of 26 also took home the award for Excellence in Health, Safety & Environment for their outstanding efforts to reduce fluoride spillage.

CEO Jerome Dozol praised the remarkable contributions from both individuals and teams, noting that the 300 nominations reflect the immense talent across the organisation.

"The Rod Shop Kaizen Team reduced bath material spills and implemented numerous safety improvements, creating a cleaner and safer workplace for all."

"Continued innovation and a commitment to excellence are essential for overcoming the challenges to our business's ongoing success," he added.

Winners of the seven individual awards each received \$2,500 towards domestic travel and a bespoke trophy. Team award winners will celebrate with a team event and received a Tomago ingot and a plaque engraved with their names on the night.

More than 200 employees attended the awards ceremony at NEX on November 1, where all nominees were invited to celebrate their achievements. Guests enjoyed canapés and live music, adding to the evening's festivities.

The 300 nominations this year underscored the incredible talent and commitment of our team. "Whether through innovative problem-solving, continuous safety improvements, or advancing our sustainability goals, each achievement has left a lasting impact," Jerome said.

Exciting updates are planned for this year's awards, including new categories and enhancements to the awards night. Details will be shared later this year.



# Meet one of our award winners



### Overall Winner

The Rod Shop Kaizen – Fluoride Reduction Team

David McIntosh, Craig Millar, Michael Whiteley, Warwick Hawthorne, Chris Baillache, Anthony Attard, Leigh Osmond, Holly Barnett, Joshua Monk, Peter Daly, Brendan Corr, Mitch Phillips, Peter Robertson, John Goodyer, Ross Vandyke, Jonathon Blewett, Brady Carr, Raymond Bergan, Jason Peters, Matt McDonald, Thomas Andruschak, Darren Baker, Jaimeson Barnes, Stephen Bramble, Paul Davis and Amanda Jones



## STEVE BRAMBLE HAS BEEN LEADING OUR FLUORIDE REDUCTION PROJECT. THE WINNER OF THE 2024 SPIRIT OF TOMAGO AWARD HAS JUST CLOCKED UP 30 YEARS OF SERVICE TO TAC.

Steve was nominated for the Spirit of Tomago Award for his exceptional leadership and proactive attitude during the introduction of a new fleet of sweepers at the site. Recognising the need for significant modifications – such as enhancements to engine and air filtration, cabin visibility, and frame durability – he took charge of coordinating efforts between TAC personnel, the original equipment manufacturer, and a third-party contractor to ensure the fleet met the necessary standards. His versatility and willingness to assist shone through as he temporarily covered the Mobile Superintendent role, further demonstrating his commitment to TAC’s success.

### What attracted you to the Fluoride Reduction Project role?

It is an important project.

I’ll give anything a go so I never say no to an opportunity. Change is exciting and I like to think outside the square.

This role has allowed me to work with people and teams across the site. I have tried to bring fresh eyes and my experience from working in different areas of the smelter to the task.

### Why is the project important?

Fluoride is a by-product of aluminium production. We need to make sure we capture it by stopping it at the source. That includes preventing leaks and better clean-up of spills. Otherwise, during rain it can run off the site.

### Can you talk us through the extensive work that has taken place in the Rod Shop?

Yes. We had four Kaizens in the Rod Shop. The team has done great work there and are deserved winners of the overall 2024 Innovation and Excellence Award. But we are also doing work right across the site.

### What else has been done?

We now have 19 Triggered Action Response Plans (TARPS) across the site and more bunds in place. Before

rain we need everyone to play their part. If everyone spends five minutes assisting to activate those plans, we get the job done – many hands make light work.

The company is investing millions of dollars to replace rubber hoses and seals with longer lasting silicon ones to prevent leaks. Vacuums mean we are not sweeping or shovelling.

This is an issue for every department to own. It requires ongoing work and lots of large and small solutions. People are coming to me with ideas which is really good to see. The response and support across the site has been really good.

### How useful were the Kaizens in this project?

A Kaizen is the best way to tackle any problem.

You bring together the right people. The people on the ground know what the issues are and have many of the solutions. The process helps you to break down what seems like a complex problem down into manageable tasks. You work out the most effective short term and long-term wins.

Following a successful 12 months, Steve has moved across to Potline Services as the Maintenance Supervisor.

### Excellence in Cost & Waste

#### Individual Winner:

Rob Clements

#### Team Winners:

Monorail Trolley Control Upgrade  
John Goodyer, Richard Stuart, Darren Baker

### Excellence in Health, Safety & Environment

#### Individual Winner:

Darren Baker

#### Team Winners:

The Rod Shop Kaizen – Fluoride Reduction Team (as above)

### Excellence in Process, Stability & Quality

#### Individual Winner:

Dallas Edwards

#### Team Winners:

Laser Welding Busbar  
Lily Wallis, Troy Martin, Richard Stuart, Shane Fitzpatrick

### Leadership Award

Scott Bubb

### Rising Star Award

Corey Smith

### Spirit of Tomago Award

Steve Bramble

### Apprentice of the Year

Daniel Coverdale

The 300 nominations this year underscored the incredible talent and commitment of our team.



# A focus on safety

**FROM A CARING WORKFORCE THAT WANTS TO BE SAFE EVERY DAY TO A CARING WORKFORCE THAT KNOWS THEY ARE SAFE EVERY DAY**

## New Safety Transformation Plan Addresses Employee Feedback

TAC has launched a new Safety Transformation Plan to strengthen its safety culture and performance. This initiative incorporates valuable feedback from employees and insights from leading safety consultants, DSS+.

Michael Kemp, Health, Safety, and Environment Manager, expressed his appreciation for the employees who participated in the diagnostic sessions that shaped this plan.

“We’re making real change by building a solid foundation and roadmap for safety centred around five project streams,” Michael said.

Each stream is supported by the management team, with guidance from Business Partners and Project Leads.

## Five Key Project Streams:

The plan is structured around the following focus areas:

- **Capability and Competency:** Ensuring employees and leaders are well-equipped with the knowledge and skills needed to work safely.
- **Systems and Tools:** Introducing effective tools and systems to streamline safety processes and ensure compliance.
- **Culture and Leadership:** Embedding a safety-first mindset throughout the organisation.
- **Accountability:** Holding everyone responsible for maintaining a safe workplace.
- **Fatality Prevention:** Proactively identifying and mitigating high-risk hazards.

## Key Initiatives Already Underway:

- **TAC Safety Interactions:** Structured to facilitate open discussions about safety.
- **Safe Start Meetings:** These meetings provide an opportunity to address safety concerns and reinforce best practices. Unlike previous toolbox talks, leaders are now trained to coach employees, moving beyond simply encouraging improvements to actively driving them.
- **Certification of Tomago Safety Interactions for Leaders:** Ensuring leaders are formally trained and recognised for their role in driving meaningful safety conversations.
- **Kaizen Pedestrian and Vehicle Interaction Workshops:** Designed to enhance awareness and improve safety measures in areas where pedestrians and vehicles interact.

By working together, TAC is fostering a culture where safety is more than just a priority – it’s the Tomago way.

For more details regarding the Safety Transformation Plan, contact Lily Wallis, Safety Transformation and Risk Lead.



## Health Update

# Streamlined Physiotherapy

## Book onsite Physio directly with Nu Moves

Improvements have been made to our Health Services department, including a fresh new look to our medical centre and improved processes for booking onsite physiotherapy appointments.

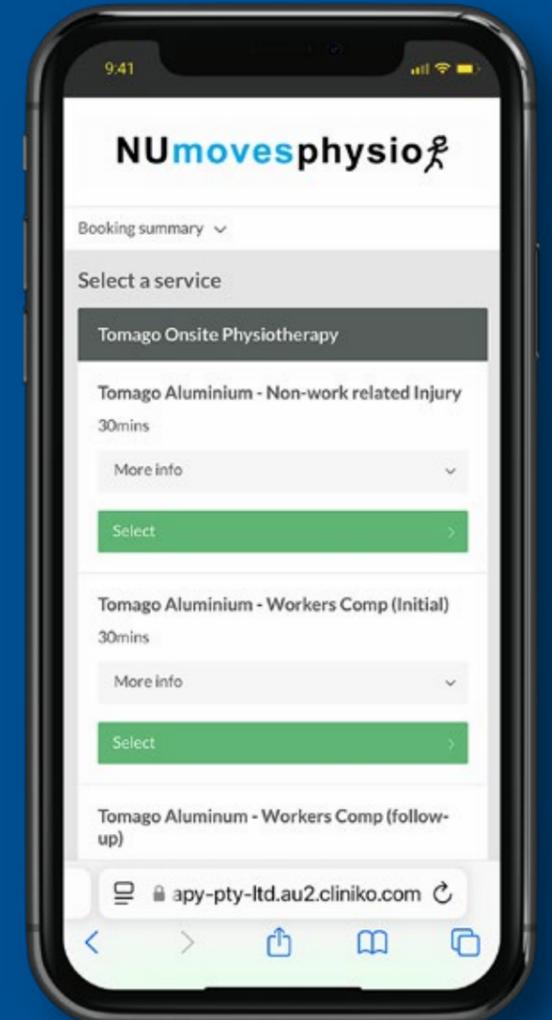
To make access to our free physiotherapy services easier, employees can now book directly with our sole provider, Nu Moves, rather than through Health Services. This change streamlines the process and provides a more convenient experience.

Booking is simple: just scan the QR code or visit T-Net (EHS/Physiotherapy) to secure your appointment. Sessions are available every Monday, Wednesday, and Friday.



NUMoves Physiotherapy

**BOOK APPOINTMENT**



# Changes to medical support

We are pleased to welcome Dr Jess Maistry to our team. Dr Maistry will manage all Workers’ Compensation claims and will be exclusively available to Workers’ Compensation patients. She will be onsite every Wednesday from 8:00am to 4:00pm.

Dr Harden will continue to support our Health Services team, with a focus on occupational health monitoring. He will be onsite every Tuesday and Thursday.

To book an appointment with either Dr Maistry or Dr Harden, please contact Pradnya Mandale at [Pradnya.Mandale@tomago.com.au](mailto:Pradnya.Mandale@tomago.com.au) or call **4966 7608**.



# Investing in TAC's future business success

AS WELL AS INVESTING IN SECURING ITS ENERGY FUTURE, TAC IS INVESTING TENS OF MILLIONS OF DOLLARS INTO CAPITAL PROJECTS TO IMPROVE PERFORMANCE, PRODUCT QUALITY AND TO MINIMISE ITS IMPACT ON THE ENVIRONMENT.



## New Slot Saw (\$14M)

This \$14 million project will enhance the quality of TAC's anodes and improve energy efficiency.

A new Mecfor Slot Saw in the Kanban area of the Paste Plant will cut 10mm wide and 400mm deep slots in anodes. Currently, TAC forms slots into its anodes through the paste and bake process.

Anodes with sawn slots offer higher quality in a low energy environment than formed slots. Deeper slots improve power efficiency during aluminium production by reducing bubble noise during electrolysis.

In late 2024, TAC Carbon Process Superintendent Mark Ball, and Worley Senior Project Engineer Raymond Furphy, travelled to Quebec in Canada to conduct final Factory Acceptance Testing. The machine performed flawlessly as it cut through 40 of TAC's anodes, which had been shipped to Canada for the trial.

The new equipment and approach to anode production will reduce operating costs and increase revenue. The project is expected to pay for itself in less than two years and also has an environmental benefit with waste from the sawing process recycled back into the Paste Plant.

The saw is undergoing further testing and commissioning before it begins operating by the end of March.

## New Pot Transporter (\$1M)

The Pot Transporter plays a crucial role in TAC's production process, carrying shells between the Reline department and the Deline shed. A new TII KAMAG unit from Germany is carrying out the role with greater efficiency and reliability than the old SCHEUERLE transporter.

The Mobile Team and other team members worked together for three years on the \$1 million plus project.

## Dross Plant (\$36M)

TAC has recently invested in a new onsite dross processing plant worth \$36m to recover the valuable aluminium contained within its Casthouse dross. TAC produces approximately 6,500 tonnes of this product per year and have also engaged Inalco to operate the plant and manage the handling and disposal of the residue for the next 10 years.

For more than 20 years, TAC historically transported aluminium dross to an offsite business for processing, however a fire at these premises in 2021 meant that this was no longer an outlet for the product.

Design and construction of the new facility began in 2022 and will commence commissioning in January 2025.



## with Bianca Walls, People and Culture Manager



### SINCE JOINING TAC IN JULY LAST YEAR, PEOPLE AND CULTURE MANAGER BIANCA WALLS HAS BEEN WORKING CLOSELY WITH HER TEAM TO REFRESH THE PEOPLE AND CULTURE STRATEGY.

Bianca brings extensive experience in human resource management from the health and aged care sectors. With her collaborative and inclusive leadership style, she has quickly become a valued member of the TAC Management team. Outside of work, Bianca enjoys hiking with her husband and their two dogs.

#### Why have a People and Culture strategy?

The Strategy serves as a roadmap to support the implementation of TAC's Strategic Plan.

It ensures our people have the right skills and resources while fostering a workplace that attracts and retains top talent to achieve our business goals.

#### What key things will the strategy cover?

The Strategy prioritises skills training and leadership development, equipping employees with the tools to work effectively and safely.

Creating a high-performance culture and a safe, respectful, and welcoming work environment are also top priorities. We'll build on existing initiatives for innovation and excellence, effective communication and rewarding and recognising people.

We are also refining TAC's purpose and vision while reinforcing our core values: Teamwork, Achieve, and Care. Thank

you to everyone who participated in last year's focus groups to ensure these values resonate with all employees.

Additionally, we'll establish a Diversity, Equity and Inclusion Committee to bring together passionate individuals who can share ideas and drive positive change.

#### What is the Blue Bus Program?

This year, we will also launch a pilot of the Blue Bus program. This interactive and inclusive program is designed to create a common understanding, language and mindsets to drive a safe and respectful culture.

We will adapt Blue Bus to support TAC's values and specific requirements regarding knowledge, skills, and behaviours.

It has been a busy start for Bianca and her team, but she is confident in her team's ability to deliver lasting improvements and reinforce TAC as a great place to work.



# Kaizen helps reduce quads from bath tapping

**KAIZEN INITIATIVES HAVE ENABLED OUR AWARD-WINNING ROD SHOP TEAM TO SIGNIFICANTLY REDUCE FLUORIDE EMISSIONS, WITH THE PROCESS NOW BEING ADOPTED IN OTHER AREAS ACROSS THE SITE.**

A Kaizen initiative was also undertaken last year to develop solutions aimed at safely and sustainably extending the life of Bake Oven 2 through to 2030 and beyond.

**Business Improvement Advisor Greg Kinniard takes us behind the scenes to explore how Kaizen is driving improvements in the bath tapping process.**

## Bath tapping

In liquid metal operations, aluminium is made in cells known as pots. In the pots there are two components:

- Liquid bath at the top (used to dissolve alumina and conduct electricity)
- Molten aluminium (product) at the bottom.

You need both in the correct volume. If the level of bath is too high you get iron contamination which affects the quality of the product. If the bath level is too low the pot will not be able to dissolve alumina and consume more energy.

So, the team maintain bath heights on target by using a bath tapping forklift to tap bath out of pots with high bath height or add bath to pots with low bath height.

## The problem

Tapping bath is a nuanced task and it is difficult to see and do from a forklift. If the molten aluminium is also taken out this affects the thermal balance and the pots perform badly. It generates quads, which means there is valuable aluminium left in the bath on the ground. When that cools it must be

taken out and reprocessed which is a costly, double handling process.

During bath tapping, metal is tapped 40% of the time (measured by the bath correction alarm ALPSYS). In 2024, we had an average of 57 tonnes of quads each month.

There was no system of work to manage quads during bath tapping.

## The process

The advantage of the Kaizen process is that it takes a scientific, rather than a subjective approach to a problem and its solutions.

Having the team members from the work area is important because they can best identify the problems and solutions. They are more likely to implement and continue changed procedures or ways of work that they have identified will work rather than solutions imposed by other people.

The procedure for bath tapping now reflects the reality of the operating environment.

## Key changes

- During the Kaizen, the team generated 20 ideas to enhance the process. These ideas were prioritised using a benefit-versus-effort matrix to determine the most impactful actions. The changes delivering the greatest benefits were:
- Use of a metal tapping alarm.
- Using a pressure gauge on the forklift to put the spout into the bath at the right depth.
- Proper preparation of the ladle – not using it hot.
- Keeping the same combination of a ladle and lid and rotating them.

- Maintaining a list of pots that could benefit from extra metal when removed during bath tapping or found in ladle dregs.
- Implementing a testing gauge to confirm the correct nozzle size is used, addressing the 1mm difference between bath-tapping and metal-tapping nozzles.

## The results so far

Metal is currently tapped 30% of the time rather than 40% of the time.

The team continues to monitor the implementation of these changes and evaluate their impact. While there is room for further improvement, a solid baseline has been established to measure progress moving forward.



## Meet the Bath Tapping Kaizen team

L-R: Greg Kinniard, Danny Maiava, Jamie Schreiber, Adrian Sharpe, Andrew O'Connell, Brendan Corr  
Absent: Tom Long, Craig Newell.





# Gaining best practice insights from smelters around the world

## TAC IS INVESTING IN BENCHMARKING AND COLLABORATION WITH OTHER SMELTERS TO ENSURE IT IS OPERATING IN LINE WITH GLOBAL BEST PRACTICE.

Electrolysis Process Superintendent Grant Farrow, Process Engineer Greg Jones, and Carbon Manager Magali Gendre went on a productive benchmarking trip to France last year. This international journey provided an opportunity to gain insights, share expertise, and explore advancements within the global aluminium industry.

The trip included a two-day AP Technology conference in Lyon, where smelters using the same technology as TAC gathered to share knowledge and best practices. Discussions centred on critical topics such as modulation and mushroom reduction, sparking fresh ideas for potential improvements back at TAC.

Following the Lyon conference, the team participated in the three-day ICSOBA (International Committee for Study of Bauxite, Alumina & Aluminium) conference with 630 other global industry professionals. Magali chaired one of the keynote sessions on safety, energy-saving innovations, and advancements in digital technologies.

The TAC trio also visited Dunkerque Aluminium Smelter, the LFR Rio Tinto Research Centre, and the Trimet Aluminium smelter in St Jean-de-Maurienne. These site visits offered an up-close view of cutting-edge operations and reinforced the value of global collaboration in driving industry excellence.

# 2025 Onsite events

**TAC'S ONSITE EVENTS BRING EMPLOYEES TOGETHER TO GET INFORMATION ON THE BUSINESS AND IMPORTANT TOPICS AND TO CELEBRATE SUCCESS.**

Here's a look at some of the key events coming up this year.



### Townhalls & Quarterly Business Reviews (QBRs)

Hear directly from the leadership team about progress of the business – key initiatives, challenges and successes.



### International Women's Day – Celebrated onsite on March 5

TAC celebrated with coffee and pastries throughout the morning and asked our workforce to make a pledge to #AccelerateChange. We also welcomed guest speaker, Rachel Kerrigan to share her inspirational story.



### NAIDOC Week – July

Activities to strengthen our cultural awareness and respect for the traditional custodians of the land.



### R U OK? Day – September

Activities and information to encourage conversations around mental health and wellbeing and to remind us that a simple check-in can make all the difference.



### Awards Night – October 17

Our annual celebration and recognition of excellence by employees and teams.

If you have any suggestions for additional onsite events or activities, please email [communications@tomago.com.au](mailto:communications@tomago.com.au).



# Going greener



## A TAC ENVIRONMENT COMMITTEE INITIATIVE IS SAVING EMPLOYEES MONEY AND REDUCING OUR IMPACT ON THE ENVIRONMENT

### Reusable coffee cups: Saving money and the planet

A TAC Environment Committee initiative is helping employees save money while reducing our environmental footprint.

In 2025, the committee continues to encourage employees and contractors to use reusable coffee cups. This initiative was sparked by a staggering realisation: each year, we use 30,000 disposable coffee cups onsite – enough to stretch 3.6 km, or four trips along our potlines!

The solution? TAC-branded reusable coffee cups. Employees were offered

a free cup and a 50-cent discount for every coffee or hot drink purchased at our canteen. This year, the discount applies to anyone bringing any reusable cup.

### Make a difference: Join the TAC Environment Committee

The committee is looking for new members and fresh ideas to help reduce TAC's environmental impact. Meetings are held monthly, providing a platform to collaborate on sustainability initiatives.

To get involved or share an idea, contact Danny Oakley at [Danny.Oakley@tomago.com.au](mailto:Danny.Oakley@tomago.com.au).

# Launching our new diversity, equity and inclusion Framework

At TAC, we are committed to creating a workplace where everyone feels valued, respected, and empowered to thrive. We're excited to launch our new **Diversity, Equity, and Inclusion (DEI) Framework** – a key step in building a more inclusive and diverse workforce.

As part of this initiative, we've established a DEI Committee to help drive meaningful change and attract and retain top talent to TAC. Following an Expression of Interest (EOI) earlier this year, we were thrilled by the enthusiastic response from employees eager to make an impact. Our new committee brings together a diverse group from all levels of the business, and they will play a vital role in shaping our DEI framework, fostering an inclusive culture, and driving positive change across site.

The committee will also lead initiatives, programs, and events that promote diversity, equity, and inclusion at TAC.

While the EOI has now closed, we welcome ongoing interest. If you'd like to get involved, please contact [Nina.Stewart@tomago.com.au](mailto:Nina.Stewart@tomago.com.au) or [Haley.Summers@tomago.com.au](mailto:Haley.Summers@tomago.com.au).



Some of our female employees at a recent Women @ TAC meeting.



## Apprentice Update

# New intake continues successful apprenticeship program

## TAC'S APPRENTICESHIP PROGRAM CONTINUES TO THRIVE, FOSTERING LOCAL TALENT AND PREPARING A SKILLED WORKFORCE TO DRIVE OUR FUTURE SUCCESS.

This January, eight new apprentices joined TAC – four electrical and four mechanical apprentices – bringing the total number of apprentices to 33, up from 27 in 2021.

Apprenticeship Supervisor Steve Ott explained that the increase in apprentice intake ensures TAC remains equipped with well-trained individuals for the future. "Choosing from 360 applications was a challenging yet rewarding process," Steve shared. "This year, Utilities Supervisor Peter Sharkey and I narrowed the applicants down to 26 interviews, all of a very high standard."

TAC's reputation and the quality of its apprenticeship program allow the company to attract some of the region's best and brightest young people. Notably, 18% of applicants for the 2025 intake were female – a testament to the growing interest and talent among women in trades, supported by the efforts of our Talent Acquisition team and other TAC representatives who visited regional schools and expos to promote our company and apprentice program throughout the year. Among the successful candidates, three of the eight apprentices hired are female,

showcasing the quality and diversity of this year's cohort.

The new recruits start their training journey as seven former 4th year apprentices complete the program and begin their careers as qualified tradespeople.

"The majority of those graduating our program at the end of last year have jobs at TAC or have accepted excellent employment opportunities with other businesses. This reinforces that our in-house apprentice training program, combined with ongoing on-the-job training and support from TAC's tradespeople, has earned us an outstanding reputation in the Hunter region for producing well-rounded and highly skilled tradespeople," Steve added.

The first-year apprentices will spend 12 months in the training centre, starting with four months together to learn basic skills, use hand tools, and obtain their relevant High-Risk (HR) licences and competencies. After this foundational training, the apprentices will branch into their respective streams: Electrical apprentices will work with Tim Bolam to develop basic and advanced wiring skills, while Steve Ott will guide the fitter/machinist

apprentices through machining, welding, and power transmission tasks.

The program is closely integrated with their TAFE coursework and weekly attendance, providing a comprehensive and well-rounded learning experience.

As they progress through the Apprentice Training Workshop, apprentices will also contribute to supervised projects around the plant. Recent projects include constructing storage frames for the warehouse and performing basic wiring and machining tasks for various departments. These practical assignments not only enhance skills development but also help apprentices integrate into TAC's diverse teams.

"By working on these projects, apprentices gain valuable hands-on experience while contributing to our operations," Steve said. "It's also an excellent way for them to learn about TAC's various departments and feel more connected as part of the team."

TAC remains committed to fostering the next generation of skilled tradespeople and building a brighter future for the business and the region. If you have a suitable project for our first-year apprentices, please feel free to contact Steve Ott.



# R U OK? Day 2024

## Fostering connection and care



### LAST YEAR'S R U OK? DAY AT TAC BROUGHT OUR COMMUNITY TOGETHER TO FOCUS ON CONNECTION, CARE, AND MENTAL WELLBEING.

Talk2mebro were invited onsite to facilitate three interactive breathwork sessions, each featuring a 10-minute mental health talk followed by 20 minutes of guided breathing exercises. These sessions offered employees a chance to pause, reconnect, and experience the calming, restorative benefits of breathwork.

At the BBQ lunch, employees enjoyed good food and meaningful conversations with colleagues, creating a relaxed and supportive atmosphere. Our Health Services Team and Health & Safety Committee were also on hand, sharing valuable resources and information about TAC's Employee Assistance Programme (EAP).

Available 24/7, TAC's EAP offers confidential support to employees and their immediate families. Whether you're navigating challenges or simply need someone to talk to, the service is always here to help.

Remember, a simple conversation can make a profound difference. Visit the R U OK? website at [ruok.org.au](http://ruok.org.au) for practical tips, videos, and guidance on how to start life-changing conversations.

**Let's continue to look out for one another, stay connected, and remember – it's okay to not be okay.**



## Giving back to the community

GIVING BACK AND MAKING A POSITIVE IMPACT LOCALLY IS ANOTHER EXAMPLE OF TAC'S VALUES IN ACTION. HERE'S A LOOK AT HOW WE CONTRIBUTED TO THE COMMUNITY IN 2024.

### Supporting local organisations and charities

Funding to more than 30 local organisations and charities to support causes that align with our values of care and community and to support our recruitment goals. (See full list on the inside back cover).

### Christmas giving

- 40 Christmas hams to feed people experiencing homelessness and others who are vulnerable.
- Employee donations of food, toys, and hygiene items to Survivor's R Us to help people experiencing homelessness, poverty, and domestic violence.

- 95 employees rostered on Christmas Day opted for TAC to donate \$4,700 to Soul Hub to feed the homeless, rather than receive a company Christmas lunch.

### Workplace giving program

Employee donations from their pay, along with a contribution from TAC, raised an impressive \$144,000 in 2024. Of this, \$80,000 was donated to the Westpac Rescue Helicopter Service, with the remaining funds shared among four employee-selected charities: Talk2meBro, Emma's Warriors, Fighting for Connor, and Dog Rescue Newcastle.

### Partnerships and sponsorships

- \$11,000 was donated to the Hunter Botanic Gardens to support its ongoing operations. In return volunteers from the gardens helped to plant a new water-wise native garden outside our administration building.
- Sponsorships of Cooks Hill Surf Club, The Rotary Club of Newcastle, The Men's Shed Association, Newcastle Show and HunterWISE etc.
- We also donated to charities such as Variety and Make-a-Wish and participated in the Mark Hughes Foundation's Beansies for Brain Cancer campaign.



# Superstar in the making



## MOBILE MAINTENANCE SUPERVISOR GAVIN BRAY'S DAUGHTER, CAOIMHE, IS QUICKLY RISING TO STARDOM IN BOTH CRICKET AND SOCCER.

Caoimhe is a standout member of the Australian under-19 women's cricket team. She made her debut last September during a tri-series with Sri Lanka and New Zealand, and played in the World Cup in Malaysia in January

Her national selection is part of an exciting and fast-paced summer for the 15-year-old. In October last year, Caoimhe became the youngest-ever player to sign a Women's Big Bash League (WBBL) contract, securing a three-year deal with the Sydney Sixers. There, she played alongside Australian cricket legends and childhood idols, including Ellyse Perry, Alyssa Healy, and Ash Gardner.

Caoimhe's WBBL debut was nothing short of a dream. She hit the winning runs in the Sixers' opening victory over the eventual champions, Melbourne Renegades. The talented all-rounder then went on to open the bowling for

the Sixers, playing every game and finishing her first WBBL campaign with 10 wickets at an average of 20.80.

In December last year, Caoimhe represented NSW Country at the Australian under-19 women's championships in Perth. That same month, she made her debut for the NSW Breakers in the Women's Cricket National League 50-over competition against Tasmania.

But cricket isn't Caoimhe's only talent – she's also an accomplished soccer player. Last May, she played for the Junior Matildas as Australia's first-choice goalkeeper at the AFC Under-17 Asian Cup in Bali.

Congratulations and best wishes for continued success in your sporting career, Caoimhe! The question we're asking here at TAC News is... does she get her sporting genes from her dad?

TAC employees and contractors, do you have a family member doing incredible things? Share their achievements and a photo with [communications@tomago.com.au](mailto:communications@tomago.com.au)



## Celebrating years of service

### 40 years

John Castell  
Phillip Martin  
Kole Talevski

### 35 years

David Cook  
Michael Tolhurst  
Michael Murray  
Glen Sceresini  
David Prior

### 30 years

Mark Welch  
John Shepherd  
Gavin Tripp  
Geoffrey McCredie  
Stephen Bramble  
Boyd Edwards  
Karl Ivancevic  
Garry Lloyd  
Shane Filip  
Doug Searl  
Daniel O'Hare  
Shannon Ridley  
Ian Huhta  
Scott Archibald  
Michael Carmody  
John Miller  
Guy Hodgkinson  
Neil Harrington

### 25 years

Tanya Priestley  
Troy Martin  
Darren McGilvray  
Anthony McQueen

### 20 years

Simon Smith  
Darren Baker  
Anthony Attard  
Steven Midwood  
Ian Hicks  
Jonathan Blewett  
Stephen Jenkins  
Rohss Wilson  
Sean Gibbons  
Trevor Collins  
Glenn Single  
Shane Pritchard  
Barry Gardiner  
David Berry  
Shannon Smith  
David Rowbottom  
Mark Carey

### 10 years

Mathew Wind  
Benjamin Heil  
Gavin Penman  
Jordan Marshall

Brody Musgrove  
Grant Sheen  
Brendan Corr  
Joanne Zerafa  
David Smith  
Jamie Ellis  
Matthew Wright  
Jonathan Furby  
Anthony Cook  
Joshua Houston  
Peter Daly  
Ty McGregor  
Samuel Lloyd  
Aydan Carter  
Nathan Bevear  
Trevor Robertson  
Gregory Jones  
Mark Loveridge  
Geoffrey Lang  
Adam Wilton  
Jason Monkley  
Keran Walker  
Luke Vanderdrift  
Daniel Smoothy  
James Welldon  
Paul Waqakalou



## Brad Mace

### What is your current role?

VAP Operator

### When did you start at TAC and what was your role?

I started on the 6th of June, 1996 as a Reline Operator.

### What's your favourite thing about working at TAC?

Teamwork

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

Go out for dinner and a beer!

### Biggest regret?

I wish I had travelled more when I was younger.

### Favourite food?

Asian Food.

### What were your first thoughts on TAC?

That it's a safe, clean environment.

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

Never look down on anyone, unless your helping them up.



## Aluminium Fact

Aluminium is a great conductor of electricity and is often used in power lines because it is lighter and less expensive than copper.

## Supporting local charities and community events...

Every year TAC supports a number of local charities and community groups and events through sponsorships and donations.

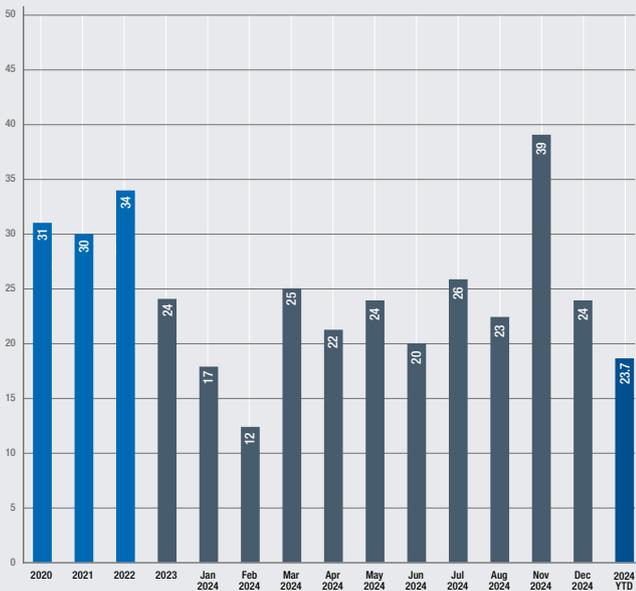
In the past 12 months we have supported...

- Charlestown Central Rugby League Club
- Cooks Hill Surf Club
- Dog Rescue Newcastle
- Emma's Warriors
- Fight for Connor
- Hunter Botanic Gardens
- Hunter Manufacturing Awards
- Hunter Safety Awards
- HunterWISE
- Immune Deficiency Foundation Trust
- Jupiter – Space to Talk
- Kynans ALD Fight
- Make a Wish
- Mark Hughes Foundation
- Mayoral Academic Sponsorship Program
- Men's Shed Association
- Mindaribba Warriors Rugby League Football Club
- Nelson Bay Junior Rugby League Football Club Inc.
- Newcastle Show
- NUChES
- OzHarvest
- Soul Hub
- Survivor's R Us
- Talk2meBro
- Tarro Fire and Rescue
- The Rotary Club of Newcastle
- Tomago Bowling Club
- Trades Women Australia
- Variety
- Westpac Rescue Helicopter
- Wests Junior Hockey Club
- Woodberry Warriors Junior Rugby League Club

# Key performance indicators

## HAZARD EVENT RATIO

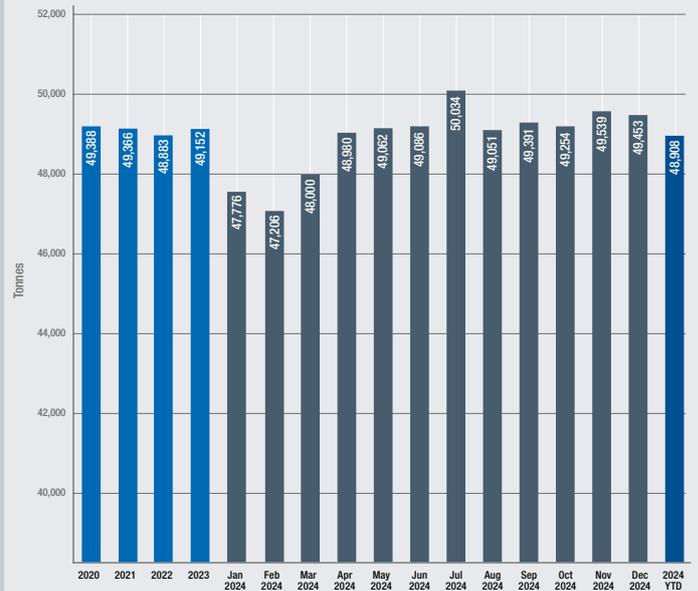
Yearly Actual Monthly Actual



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

## EFFECTIVE METAL PRODUCTION (Tonnes/Mth)

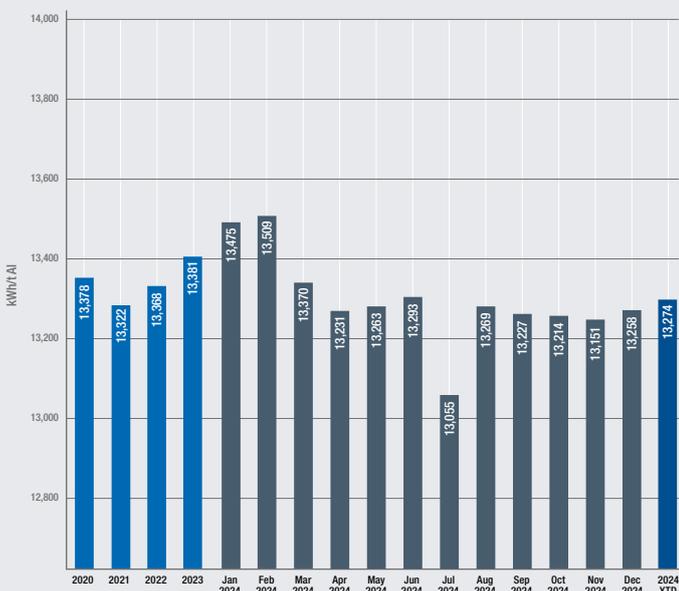
Yearly Actual Monthly Actual



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)

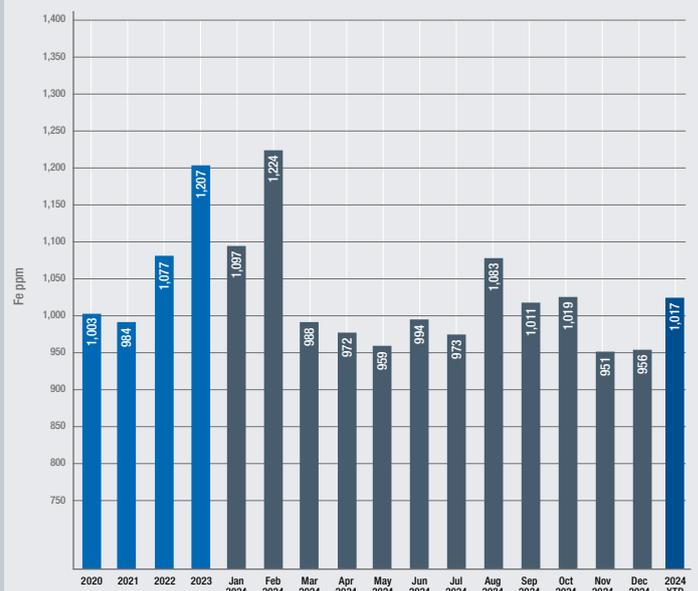
Yearly Actual Monthly Actual



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.