

METRONNEWS

Quarter 1 | Issued May 2017



PAST, PRESENT AND THE FUTURE...!

INSIDE

- GENERAL MANAGER INTRODUCTION**
- METROMIX PEOPLE**
- SAFETY AND THE BUSINESS**
- BEST PRACTICE**

2
3
5
8

Brad Allman

GM Initial Observations...

As the new General Manager of Metromix I thank you for welcoming me on board. I have really enjoyed my first 3 months at Metromix. Getting around the operations I get that family feel of a business that people care about and operate as if it were their own. You have every right to be proud of that and it is one of the strengths we can leverage to consolidate and grow the business moving forward.

30 years working for Pioneer and then Hanson has instilled in me some simple things we need to strive for. I don't see these as any different for Metromix.

We all have a vested interest in Safety. It is not just about us, it is about our colleagues, our families and friends. We want to go home at night in the same condition we left. We want to be able to enjoy our lives outside of work without the legacies of an injury received at work.

Being safe is simply the right thing to do.

In my first few months with Metromix I don't have the view that we are unsafe. In fact it is quite the opposite as I have travelled around the sites and seen people who are very safety conscious and many systems in place. However, like anything, I think we can do it better because we still have the odd incident or accident, which can be avoided. Over the coming months there are some new health and safety initiatives we will be trialling to improve awareness and communication. I encourage you to embrace these as they are there to help you.



Keeping pace with technology is key to maintaining our competitive edge. We can't afford for our competition to get too far ahead in this area as we will become unproductive, less reliable and less cost competitive if we sit on our laurels.

We need to know what Best Practice looks like so we have something to aim for.

I want the culture at Metromix to be one where we look forward, to be constantly looking for opportunities to improve, and to be active in responding to these opportunities.

Commitment to this will be demonstrated over the next few years with plant upgrades planned for various plants. The plant modifications at Alexandria give us a clear starting point for further work there, as we aim to get our biggest plant to flagship status. Similarly we will be looking to do the same at Cromer later in the year. We are currently reviewing the other plants, with work expected next year at Silverwater and Hornsby.



I want our people to be the best they can be and achieve their potential.

I am passionate about our business and about the people who make it. I want them to be happy, healthy and for us to be a valued member of the communities we operate in. In the coming months you will continue to see me out around the operations. I look forward to catching up with all of you in the near future.

**Brad Allman
General Manager**



In 2017 Metromix said farewell to Scott Buchanan, General Manager from 2012 to 2017 and Julie Joseph, Commercial Manager from 2002 to 2017.

Scott returned to Metromix in 2012 with the task of restructuring the business, to ensure Metromix's ongoing performance. During this time, Scott took the opportunity to re-establish old friendships and develop new ones. Scott has returned to Holcim as functional manager for Quarries.

We thank Scott for leaving the business in great shape and wish he and his family all the best for the future.



After 15 years of service to Metromix, Julie Joseph has moved to Hanson Precast in her role of Commercial Manager. Throughout the years Julie has had many achievements and accomplished many diverse roles within Metromix. Julie enjoyed the challenge of balancing her career and family and was fortunate to have the support of great staff. Julie's funniest memories were the Golf days and also ten pin bowling at a Christmas party where every one was an expert! The most influential people in her career are her three beautiful children.

We wish Julie all the best of luck in the future.

Taking over the position of Commercial Manager is Paul Holden

Since Paul joined Metromix on the 15 March this year, he has especially enjoyed meeting the team and getting to know our fantastic business.

Paul is originally from the UK where he trained with KPMG as a chartered accountant, before meeting his Australian wife Justine whilst travelling and moving to Sydney in 2012. Paul has two children James (two) and Laura (7 months).

Paul was with the Holcim Finance and Planning team from 2012 and has made a positive contribution to the Finance and Planning team, the Aggregates business and to the safety culture of the Holcim Chatswood office through his leadership of the safety committee. Please join us in welcoming Paul to the team.



CONGRATULATIONS



Service Recognitions

Metromix would like to thank you all for your continued commitment and best wishes for every success in years to come.

Congratulations to the following staff who have reached milestones with Metromix:

January 2017...

Rebecca Wilkins 5 years

Jaimie-Lee Borrow 5 years

David Parker 5 years

February 2017...

John Bailey 25 years

Leslie Paproki 5 years

Frank McDonald 10 years

March 2017...

Stephen Sheard 20 years

April 2017...

Matthew Hewitt 5 years

John Bailey... 25 Years Service Recognition



John's first introduction to the industry was as a Lorry Owner Driver at the Kurnell sand operation. As Metromix's involvement at Kurnell wound down, John was approached to be a member of the Metromix sales team. John has worked as Account Manager for Alexandria, Silverwater, and Cromer; Manager for Cromer; Key Account Manager and Sales Manager. John is highly regarded by our customers, with many becoming lifelong friends. John's relationships have resulted in a degree of customer loyalty which is hard to find these days. During a successful rugby league career, John was a member of the Dragons' Under 23's team which won the premiership in 1974 but his major claim to fame was that he was awarded a penalty try in the club's grand final replay win against Parramatta in 1977 and a stint coaching Western Suburbs. We congratulate John on his 25 years' service, with many more to come!

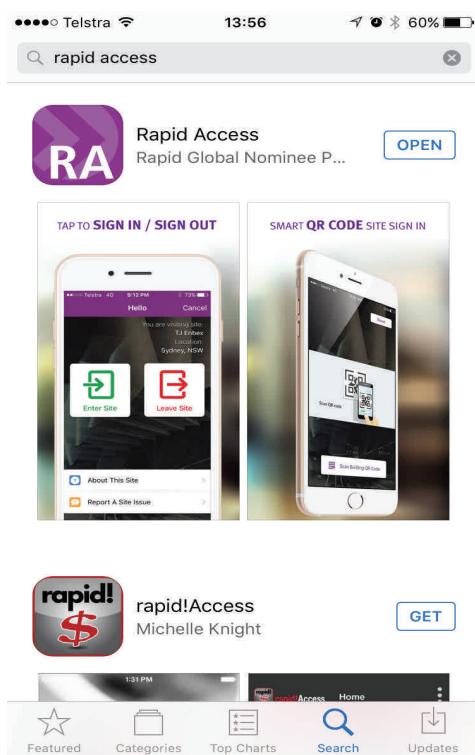
Stephen Sheard... 20 Years Service Recognition

Stephen began working at Marrangaroo quarry in March 1997, before that he worked in various mining operations in Western Australia where he gained a variety of skills operating many different heavy machines. Stephen is a valued member of the team at Marrangaroo and has played a major role recently in the design and construction of a new haul road into the pit extraction area to access more resource. We hope Stephen continues to enjoy much success for another 20 years working with Metromix at Marrangaroo.

A few fun facts about Stephen; his favourite reptile is a snake, his favourite moth is the wedge tailed moth and some of his hobbies include camping, fishing, kayaking, renovating and gardening. Please join me in congratulating Stephen on the past 20 years of employment with Metromix.



Safety & The Business...



Rapid Access App

The Rapid Access App is the new and easier way for signing into all Metromix sites. Coming this May you will be able to simply download the Rapid access app to your smart phone. Please ensure you have entered your mobile phone number into your profile.



Upon arriving at the Metromix sites, simply scan the site QR code and by answering a few questions you are good to go.

The App will also let you know what courses you may need to complete and any documents that you are required to provide.

Safety Management Plan

Metromix will be releasing a new Safety Management Plan (SMP) in June of this year. The SMP is designed simply and clearly which will help everyone understand the process and reasons behind Metromix's procedures.

The SMP will also guide you in the way our safety management system is set out and how to get the most from it.

The SMP will be distributed to all of the Metromix sites and made available to all staff, visitors and contractors of Metromix



READY - SET
GUARANTEED CONCRETE THAT SETS HARD... FAST

Ready-Set is a specially formulated product exclusive to Metromix. Unlike other brands, Ready-Set is guaranteed to set on time, every time. No matter the weather conditions, you are always in control with Ready-Set. This gives you the freedom and flexibility to choose desired time frames for setting concrete and enables you better job planning and projection; with no lengthy delays or unnecessary overheads.

- ✓ Save on overheads & labour costs
- ✓ Save on early form removal
- ✓ Better control over weather conditions
- ✓ Allows you better planning & flexibility

Read-Set accelerates the setting time of concrete and is available in 3 performance levels – **RED, AMBER and GREEN**

PREDICTABILITY CHART
Temperature at final discharge points

	5-12°C	13-20°C	21-25°C
Red	6 hrs	5 hrs	4 hrs
Amber	7 hrs	6 hrs	5 hrs
Green	8 hrs	7 hrs	6 hrs

*Note: Times indicated are guaranteed provided the product specifications and conditions by Metromix are strictly adhered to

To ensure that Ready-Set meets your expectations, the following requirements must be met:
* The slump is to be 80mm (15mm tolerance)
* The poured surface is to be free of water or ice. No water to be added on site
* The ambient temperature is to be at least 5 °C at the time the last load is poured in

Call 9849 7450 NOW!
The friendly staff at Metromix are ready to help you with your enquiry.

Technical : READY-SET. The concrete that saves you time and Money.

Wouldn't it be great if you could predict when your concrete would reach initial set? Well now you can!

With concrete setting times being a problem in the winter months, Metromix set about creating a product that would give you desired setting times over various strength grades and temperature conditions. Thus READY-SET was born in June 1999. READY-SET is offered in 3 premium grades—**GREEN, AMBER and RED**.

With a guarantee on the setting times stated, no-one at Metromix realised what a success READY-SET would be with demand for the product all year round.

What's New...

Alexandria—Bigger and Better than ever!!

As part of the WestConnex project, the Roads and Maritime Service acquired 12 metres of the frontage of the Alexandria Maxi plant. In order to continue operations, Metromix were faced with the challenge of modifying the site. While several ideas were reviewed, our final solution was to consolidate the ground storage and construct a new ramp and first flush system.

Construction began on 11 March, with the plant open for business a fortnight later.

Brendan Wotherspoon, Project Manager for the modifications, explains the magnitude of the challenge: *Not only were we required to modify the plant, we needed to maintain supply to our city customer base. Extensive planning went into establishing tolling arrangements, which enabled relatively smooth supply.* Brendan also highlighted the team approach: *The success of this project was due to the combined efforts of many. It was a fine effort by all involved to have the project completed on time, within budget and without incident.*



New Trucks

For those of you who travel in and around our Metropolitan Concrete plants you may have noticed our five new concrete trucks getting around. Mat McVey, Concrete Transport and Customer Service Manager explains the on-boarding process. "Back in 2015, we assessed the upcoming supply needs for our business against our ageing fleet of company concrete trucks. We made the decision to take lease options for five concrete agitators, with new 8 wheeler trucks rolling into operation in the first half of 2016. These trucks are the latest model Mack Day liner, incorporating many design safety features such as Vehicle Stability Control, and an electronic anti-roll system. They also include many creature comforts such as power windows and mirrors, air conditioning and air-ride cabin suspension". Mat also explains the new colour scheme. "We also took the opportunity to upgrade our 20 year old Metromix livery. These new agitators sport a revamped Metromix logo, new grey paint to the agitator frame and black wheel guards, all combining to make a stylish and modern looking concrete truck".



Transport / Quarries...

Silica sand from Anna Bay

This operation in the Port Stephens region, commonly known as "Hooker Sand" (following the acquisition of Hooker Industrial Minerals by Metromix in 1989), has been exporting to Japan for approximately 50 years and to Thailand for the past 20 years. It is used as foundry sand for the production of cast iron components for the automotive industry in both of these countries.

In Japan, the Anna Bay silica sand is imported by Toyota. In past years, up to 50,000 tonnes per annum was imported, that figure has now dropped to approximately 5,000 tonnes once every two years. The reason for the decline in the sand offtake is that most cars and utes now have alloy motor and gearbox castings. Also in the past 15 to 20 years the recycling and reuse of the foundry sand has been greatly improved at the foundries.

Thailand also takes approximately 5,000 tonnes every two years.

The characteristics of the sand that make it worthwhile shipping it all the way to both Japan and Thailand are: the sand is very single sized and is between 0.3 of a mm to 0.15 of a mm; it is also very pure, at least 97% silica; it is very low in two important metals, iron and aluminium; and even though the sand deposit is within a few hundred metres of the beach, it has a very low percentage of shell or calcium carbonate.

The extraction and shipping process is relatively simply. The sand is extracted by a front end loader from the sand dune and loaded onto trucks for transport to the wharf at Kooragang Island in Newcastle at approximately 1,500 tonnes per day. The sand is stockpiled, consolidated and stored at the wharf. This process usually starts 3 to 4 days prior to the estimated arrival time of the ship at the wharf.



Once the ship is in and the hold has been inspected for cleanliness and a ship survey is carried out, the sand is then transported to the side of the ship and the ships grabs are used to load the 5,000 tonnes of sand into the nominated hold. It normally takes 16 to 20 hours to load the ship. Sampling for size, moisture and chemical analysis is carried out every 1,000 tonnes.

At the end of the loading process, the marine surveyor carries out the final survey to determine the tonnes loaded and issues a certificate of weight. The area beside the ship and stockpile area is then swept clean and handed back to the port authority.

Bill Sanderson

Manager Quarries

WHAT DOES BEST PRACTICE LOOK LIKE...?

At the recent Metromix annual conference in March we spoke a lot about whether we are innovators or followers of best practice.

At Metromix it is hard to see us as innovators. Our competitors are bigger in both budget and personnel so it is tough for us to lead the pack.

However in being smaller we do have the advantage of being able to react quicker to new technology when it becomes available.

Innovator	Fast Follower
<ul style="list-style-type: none">• Innovative culture• Budget to succeed• Size to justify research• Prepared to fail	<ul style="list-style-type: none">• Two huge parent companies• Access to new technologies• Small enough to move quickly• Backfilling best practice

Best Practice isn't just about technology. It is about our culture, our systems and our ability to accept change. It is about our people and I encourage you all to embrace this so we can continue to grow.

Brad



COMING SOON...

Take the time to look after yourself...

Do you take your car in for regular services?

How quickly do you react when you hear a noise or a rattle?

Do you keep your car undercover to protect the paintwork?

Are you as attentive to your body as you are to your car?

Coming soon to Metromix is the Health and Wellbeing Program that is designed to educate and assist you in taking the necessary steps to living a healthier lifestyle both mentally and physically.

Stay tuned for regular updates as the program comes together for all of Metromix employees to benefit from.

EAP - Employee Assistance Program

The EAP provides proactive counselling for work and personal issues which impact on employee wellbeing. The **Drake WorkWise EAP** provide direct access to a counsellor - 24 hours a day, 365 days a year.

1300 135 600 This free service is for Employees and LOD's including family members