

GERHARDUS JACOBUS STEYN | GAZZA

Citizenship: Australian

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CAREER PROFILE

A skilled mining engineer with 25+ years' experience and a sound safety record in Gold, Diamonds, Manganese, Copper and Bauxite (Alumina) across South Africa, the South Pacific Islands and Australia; with experiences gained in:

- Conventional underground mining of horizontal & vertical tunnels, stoping operations of remnants/pillars, sequential mining and steep & vertical overhead & underhand mining.
- Underground mechanised mining in blast-hole open stoping (vertical crater retreat), block caving (automated), board & pillar mining and sub-level stoping.
- Surface mining on a strip mine (dozer strip & truck & shovel pre-strip), mountainside cutting and open pit mining.

Ten years' experience developing mine plans (designing, aggregating, scheduling and measuring). Familiar with short, medium and long term planning processes.

Twenty-three years' experience working as a team member and team leader in professional and leadership roles. This has helped me to refine the following skills and abilities:

- Technical expertise in leadership roles from supervisor level up to manager (acting) with a proven ability to reach performance objectives while maintaining a safe work environment, with crews up to a hundred-and-thirty (130) employees.
- Excellent software and computer skills and abilities acquired in various technical roles (project management, mine design and scheduling) that also required the processing and documenting of information for publication and presentation.
- Project management experience through operating and capital cost projects, incl. Lean & Six Sigma methodology.
- A clear strength and genuine passion for establishing fit-for-purpose systems and processes that motivate and facilitate stakeholder participation.

In my career to date I have worked in the following roles:

- Stoping, Development & Night Shift Cleaning Miner for 2 years,
- Production Shiftboss / Supervisor for 13 years - in charge of Equipping, Construction & Salvaging, Drill & Blasting, Production Stoping, Development, Load & Haul, Crushing & Conveying, Shaft Operations & a Central Control Room,
- Mining Engineer and Senior Mining Engineer for 7 years - in short, medium and long term planning roles,
- Mine Planning and Technical Services Superintendent for 3 years, including 11 weeks as an acting mine manager.

QUALIFICATIONS

2016	Master Degree in Engineering Management	Southern Cross University, QLD, Australia (completion in 2017)
1998	National Higher Diploma in Metalliferous Mining	University of Johannesburg, ZAR (Bachelor equivalent)
2012	MINE7033 Minerals Industry Risk Management Intensive	University of Queensland, QLD, Australia

CERTIFICATIONS

2011	TAE40110 Certificate IV in Training & Assessment	Krause Training, Mount Isa, QLD, Australia
2011	ICAU3126B Advanced Excel Power User	HR & Computer Academy, Darwin, NT, Australia
2011	R1130109/R1120209 G1,G8,G9 (S1,S2,S3) Mine Supervisors Course	Krause Training, Mount Isa, QLD, Australia
2009	ICAM Incident Lead Investigator Training Program	BHP Billiton, GEMCO, NT, Australia
2010	Lean & Six Sigma Green Belt Methodology (not certified)	BHP Billiton, GEMCO, NT, Australia

SOFTWARE PROFICIENCY

2016	SAP Personnel Admin, Purchasing, Maint. & Event Reporting South32, Worsley Alumina, WA, Australia
2008-2015	Various mine scheduling software packages, incl. XPAC, XACT, OPM, Haulnet, Block-Agg & Gemcom GEMS. Various mine design software packages, including Maptek Vulcan, Minesight & Gemcom GEMS.

ACHIEVEMENTS

2013	Five successive months' production performance that exceeded the rolling twelve month average while leading the production team as the relieving Mine Manager at St Barbara's Gold Ridge Mine; with praises received from the site GM, Team Members & the Chief Operating Officer.
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ACHIEVEMENTS (CONT.)

- 2015 The development and implementation of an intuitive and automated stacking & reclaiming plan and reconciliation spreadsheet that significantly improved the work quality and reduced the turnaround time to produce plans.
- 2011-2012 Complete project management to convert an underground workshop into a fresh air base during blasting times, with a project investment of AU\$_9.7M and a NPV of AU\$_139M over 8 years.
- 2009 Commendation awarded by Melbourne based BHP Billiton Group Auditing Services for establishing a best in class plan compliance measuring & reporting process.

CAREER TIMELINE

After seventeen years of steady employment in South Africa I accepted an EXPAT opportunity to Australia. Two years later on Australia's remote Groote Eylandt I had to seek alternative employment closer to established high schools for our oldest son. Regional visa obligations required me to accept a role in Mount Isa. Two years later after qualifying for permanent residency I sought employment closer to an Australian city center. The Gold Coast became our first permanent home, however after eleven months I was made redundant. Six months later I got a temporary role with Straits Resources after which I progressed to a permanent role at South32 where we decided to settle long-term. Unfortunately, twenty-one months later I am being made redundant again. These undesired events have resulted in unforeseen disruptions to my goal to return to stable employment, and the regular changes between employers, although rewarding in many ways, is something I aim to stop. To help restore stability to my career I recently enrolled in further studies.

CAREER HISTORY

- 2014-2016 Senior Mining Engineer** **South32 WA, Australia**
 Reporting to the Mine Planning Superintendent was responsible for producing medium term (two-year budget) and short term schedules (three month forecasts). This included regular updates of the rolling stacking and reclaiming short-term plan that served the buffer stockpile between mining operations and the refinery.
 Reporting to the Drill & Blasting Superintendent accepted responsibility in August 2015 for commissioning grade control drilling operations for two vacuum drill rigs with four (4) direct reports. This included serving as trainer and assessor through the development of materials and facilitation of training and assessing the operators.
 I accepted the opportunity to establish grade control drilling operations with the goal to speed-up my learning curve at the then new site. Upon completion of this project I was made redundant as part of downscaling operations to return the business to profitability during the mining downturn.
Projects: As an improvement task in mine planning I utilised my Microsoft Excel abilities to develop and implement an intuitive and automated stacking & reclaiming scheduling spreadsheet that significantly reduced turnaround time to produce daily plans.
 During the commissioning of grade control drilling operations I used my leadership skills and abilities to develop and implement dynamic behavioral-based safety meetings and continuous improvement initiatives to produce self-directed work teams that delivered outstanding production performance with a sound safety record.
- 2014 Engineering Maintenance Planner** **Straits Resources NSW, Australia**
 Reporting to the Superintendent, Reliability & Maintenance was responsible for compiling maintenance jobs and producing weekly engineering maintenance plans for the mobile and electrical engineering functions across two mine sites. This included raising and tracking work orders, the receiving of goods and services and sourcing contract labour to match work order requirements while utilising SAP software.
Projects: While utilising my Excel abilities I recognised an opportunity to reduce the workload through the development and implementation of an automated maintenance planning and equipment services forecasting spreadsheet. During this time I was also tasked to develop and implement a downtime record-keeping database with reporting functionality.
- 2014 Entrepreneur** **Independent QLD, Australia**
 During a break in my career I helped to raise start-ups by establishing business structures, hosting and developing websites and registering business names and numbers (ABN's).
Projects: Using my vast mining experience and programming skills I acquired while pursuing a hobby, I served as business administrator and website developer for two start-ups', e.g. Sweet Maggie's Baked Products (sweetmaggie.com.au) and MinCo (minco.com.au).

CAREER HISTORY (CONT.)**2013-2014 Mine Technical Services Superintendent & Acting Mine Manager St Barbara Solomon Islands**

Reporting to the Geology Manager, General Manager and Technical Services General Manager was responsible as an expatriate for leading and managing the mine technical services and survey functions at Gold Ridge Mine with four (4) direct reports that rotated across two FIFO shifts. This included delivering short and medium term mine designs, schedules, forecasts, waste management plans, drill & blast plans, budgets and managing mining related projects. During this time I also served for eleven weeks (over a period of five months) as the Mine Manager and Production Superintendent (acting) while remaining responsible for technical services.

Projects: I was responsible for the sourcing, planning and upgrading of haul road surfaces across the mine site, including the development of a site traffic management plan. My project responsibilities included planning and overseeing of the clearance of land for waste placement.

Other projects include the reinforcing of a temporary bridge crossing and the project management for the construction of a permanent bridge crossing. As improvement initiatives I also developed and implemented a 7-21 short-term planning and compliance control process and a blasting consumables record-keeping database.

2011-2013 Senior Mine Planning Engineer & Long Term Planner Glencore Xstrata QLD, Australia

Reporting to the Mine Planning Superintendent and Mineral Resource Manager was responsible for overseeing stope and development designs from four (4) mining engineers at a sub-level stoping underground mine. This included serving as the reserves database administrator and managing mining and mine planning related projects.

Projects: While in this role I undertook my biggest project to date, which consisted of the financial evaluation, identification study, definition study and execution tracking of an underground workshop conversion into a fresh air base during firing times. This project proved a NPV of AU\$_139M over 8 years with an investment of AU\$_9.7M.

Other projects completed in this role include the development and implementation of a Life of Mine Cost Model and the realisation of a specialised planning process pipeline, e.g. assembly line system for stope and development designs.

2007-2011 Senior Mining Engineer BHP Billiton NT, Australia

Reporting to the Technical Services Superintendent and Mining Manager was responsible for leading the survey and mine planning functions at an opencast dozer strip and truck & shovel pre-strip mine with three (3) direct reports. This included ensuring the delivery of short and medium term mine designs, schedules, forecasts, drill & blast plans, compliance, risk and quality control, monthly reconciliations, administration of contractors and consultants, deliverables for the ground control, tailings and water management plans and also included project management responsibilities related to mining activities. In this role I also served as a leave relief to my direct reports, excluding the surveyors.

Projects: I started off in this role developing and implementing site-specific plan compliance controls for periodic tracking and reporting purposes. This was followed by a Greenbelt Six Sigma and Lean project with a focus on how to increase the direct feed of ore to reduce rehandling costs.

As the team leader we also completed a project to implement a best-fit pit-to-port short term planning solution (XACT) for the site.

Mine Planning Superintendent NC, South Africa

Reporting to two Mining Managers and the Mineral Resource Manager was responsible for the establishment and upkeep of mine planning processes and systems for an underground board & pillar and open cut mine with four (4) direct reports. This included resource optimisation and mine design and modelling / scheduling (using Runge XPAC & Autoscheduler). While in this role I received a commendation for establishing a best in class plan compliance measuring and reporting process.

Projects: After recognising a great opportunity to improve the mine planning services across two mine sites I was put in charge of the project to establish in-house mine planning functions from the ground up; this involved justifying the costs to select and implement mine planning software, developing mining models and recruiting and training personnel. Following implementation this project proved a saving of approximately ZAR_8M per year and caused an enormous increase in the availability of technical mining intelligence that benefited the business.

During this time I also developed and scheduled the life of mine access development layouts for the underground board & pillar mine.

CAREER HISTORY (CONT.)

1989-2007 Miner & Shiftboss to Senior Mining Engineer **AngloGold & De Beers** **South Africa**

Reporting to various Superintendent roles was responsible for delivering production and ensuring the health and safety of up to a hundred-and-thirty (130) personnel with three (3) direct reports.

During this time I also served as a short-term planner for eighteen (18) months, a Control Room Supervisor for eighteen (18) months and as an acting construction, production and shaft & ground handling (crushing and conveying) superintendent for five (5) months. Shaft & ground handling experience in excess of two (2) years included overseeing five kilometers of conveyor belt located underground, served by eight ground passes and sizers with sixteen apron feeders, including the belt level with three storage passes, the measuring flasks, skips and skip compartments and the headgear bin on surface. Experiences gained included Mining Automation of underground trucks and loaders (LHD's).

During my forming years I served as a labourer (driller / airlegger, explosives charger, timber-man) and stopeing & development (tunnelling) miner (and licensed shot-firer).

Something from this time I am especially proud of is maintaining a clean safety track record for five years while producing in the worst ground conditions at a very high-risk operation.

In mid 2000 I resigned from Anglogold to acquire mechanised mining experience at De Beer's Finsch Mine.

Projects: In 1997 I recommended an increase in ledging productivity rates to speed-up the unlocking of free-face length with the goal to recover a failing production section from a lengthy unproductive spell. Two months after taking on this project the production section turned profitable again.

In 2005 while employed as a control room supervisor I developed and implemented automated monthly reporting spreadsheets that converted more than thirty thousand time-stamped entries into intelligent reports for management's use.

PRESENTATIONS & PUBLICATIONS

2013 Site Specific Haul Road Management Plan - St Barbara, Gold Ridge Mine.
Paper published at St Barbara, Gold Ridge Mine, Guadalcanal Solomon Islands

2013 Project Plan for Kupers Permanent Crossing – St Barbara, Gold Ridge Mine.
Paper published at St Barbara, Gold Ridge Mine, Guadalcanal Solomon Islands

2011 Identification & Definition study for establishing 27C workshop as a safe work area.
Papers published at Xstrata Copper, Mount Isa Mines, Queensland, Australia

2007 Cut-off Grade Policy at Wessels Mine, Salvation through optimisation & Cut-Off Grade Studies.
Presented at BHP Billiton's Intl. Mine Planning Network African Regional Meeting in JHB, South Africa

LANGUAGES

English Speak fluently and read/write with high proficiency (2011 IELTS General training score of 8.5)

Afrikaans Native language

Fanakalo Speak, read and write with basic competence (African language)

MEMBERSHIPS

2012-2016 Member of the Australian Institute of Mining & Metallurgy (AusIMM) - # 311093

OTHER INTERESTS

Technology, computers, software, art and leadership. I also enjoy regular walks and cardio workouts on my treadmill. In the community I support a group that is lobbying to the government to provide Mandurah with a first response center to help drug addicts, homeless people and people with mental illnesses. In my spare time I am also progressing my studies towards completing a Master Degree in Engineering Management.

REFERENCES

Available upon request.

LINKEDIN

<https://au.linkedin.com/in/gsteyn>