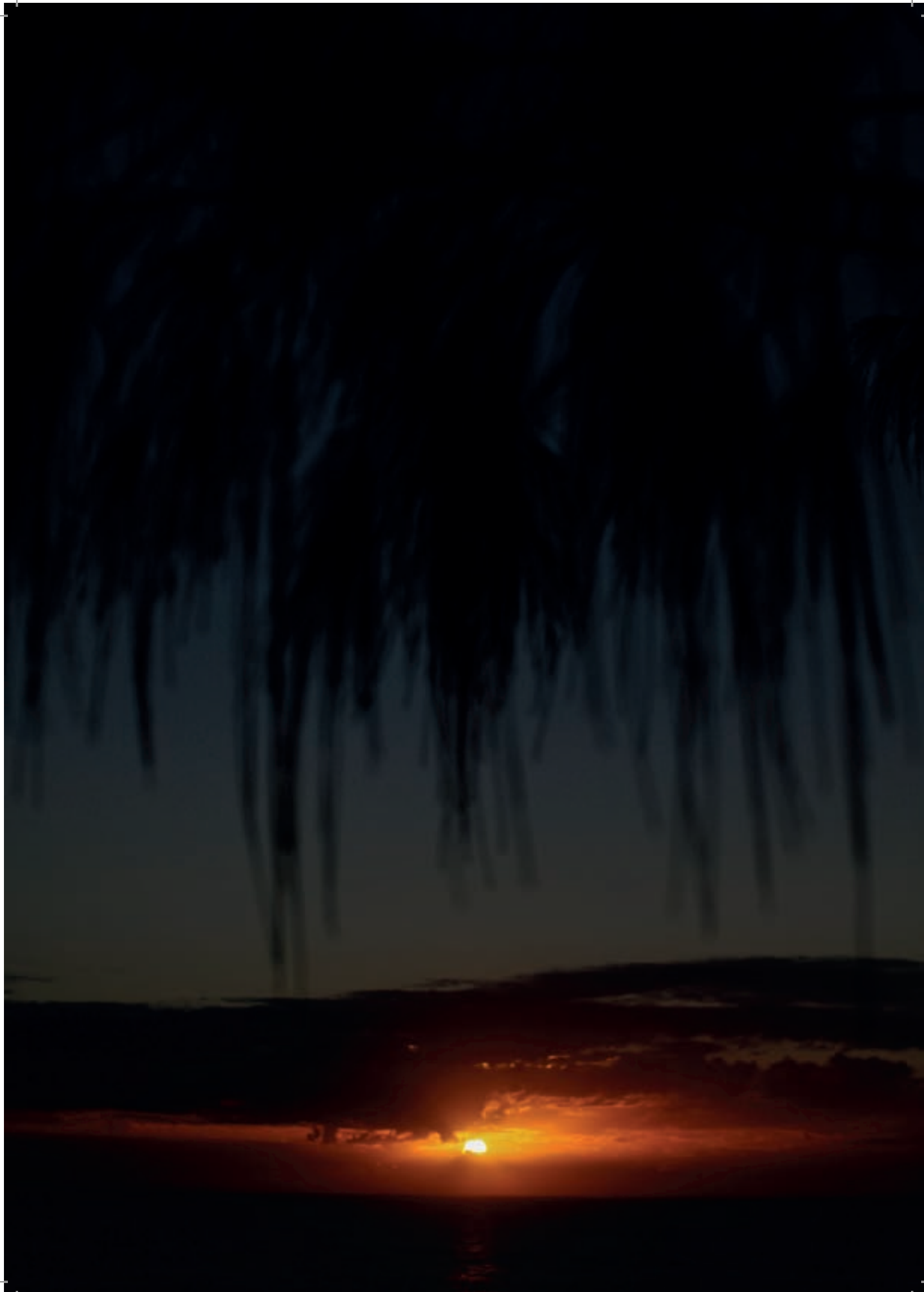




OUR CAPABILITIES

Supporting and building
capability in our communities.



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about 3BM

*Supporting and
building capability
in our communities.*

3BM Group (3BM) is a majority indigenous owned mining services contractor. 3BM has unparalleled knowledge and experience in the mining industry. This enables us to plan, manage and perform all activities associated with progressive rehabilitation cycles of disturbed areas, in and around, mining, oil, gas and construction sites.

Steve Fordham, an iconic indigenous Australian, has spent most of his working life in the resources sector and is passionate about driving industry change and employment opportunities for indigenous Australians.

Partnering with Graeme Weeks and Scott Winter, the three founding partners present a formidable team. Graham and Scott bring an additional 60 years of resources experience, including comprehensive experience in contract services.

Together they have the executive, operational and social strengths to provide exceptional services in every situation.

Our Purpose

3BM's core purpose is to build capability in the communities in which we operate by supporting the development of local indigenous people and businesses, as well as generating new opportunities for growth.

This core purpose drives our operating principles and sits at the heart of everything we do.

We understand that our core purpose can only be achieved by meeting the needs of our clients and that the key to our success lies in the way our people interact with our clients and the communities we join.

Our Principles

Our Principles guide this strong sense of purpose and performance:

- We are, and will always, be a majority indigenous owned business.
- Everything we do will be consistent with, and driven by, our core purpose.
- We must leave a positive legacy and provide a capability uplift in all the communities in which we operate.
- We must deliver exceptional services and value.



flexible operating model

*A flexible and unique
operating model that
delivers capability
and enhances
long-term outcomes.*



3BM's core purpose of building capability in the communities in which we operate defines how we work with traditional owner groups when planning for, and executing work. 3BM has a proven engagement model which allows us to connect with traditional owner groups and to understand the support and services required, and more importantly, the fundamental needs of the local area.

This model allows us to support and enable the direct participation of both traditional owners and the local community into the service offering and the execution of the scope of work.

As part of this, we are mindful of existing relationships between our clients and traditional owners, and we strive to capture and build on these relationships in a way that benefits both parties.



3BM prides itself on being able to work closely and flexibly with clients and partners to **build sustainable outcomes**.

We see ourselves as being able to deliver **exceptional value** through a few key avenues, including:

- providing an integrated solution that brings together key technical, operational and enhanced social benefits for each project;
- focusing on rehabilitation which drives superior technical, operational and financial outcomes;
- improving local skill levels through training and investment in traineeships and apprenticeships;
- offering a unique connection to land through our commitment to meaningful engagement with the local traditional owners which ultimately enhances landforms, cultural value, post mining land use, and revegetation outcomes.

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our services

3BM has the capability to perform all works associated with the **progressive rehabilitation cycle across the mining, oil, gas and construction sectors**. This includes the early stages of mine and gas field exploration and development, the operational phase, and the closure of mature sites. **3BM's capability covers all aspects from the initial technical assessment of soil, vegetation, waste, water and contaminants before any disturbance, through to the maintenance, monitoring and governance of rehabilitated and contaminated sites.** The various activities are delivered through 3BM's in-house capability coupled with the capabilities of our strategic partners.

The execution of each of these capabilities is underpinned by input from the local traditional owners and communities. This not only ensures a more **sustainable outcome**, but allows us to incorporate options based on the **local knowledge of the traditional owners and the wider community**.





Shaping a rehabilitation outcome to the land from start to finish.

3BM's capabilities include:

- Reconciliation Action Plan support and drafting - assistance with engaging traditional owners and developing sustainable plans;
- Creation of post mining land use options driven by input by and consultation with the local community;
- Cultural Value Management Plan development working directly with local traditional owners;
- Pre disturbance environmental assessment and evaluation-technical and on ground support in pre disturbance on site works;
- De-vegetation, clearing and mulching vegetation and infrastructure clearing inclusive of mulching and storage of habitat sensitive trees;
- Drill site preparation - ground preparation for exploration and production drilling;
- Drill hole rehabilitation - grouting, waste disposal, reshaping and revegetation of drill hole sites;
- Load and haul and earthworks -topsoil and waste excavator, loader and truck operations;
- GPS controlled recontouring and reshaping - dozer, loader and grader operations;
- Monitoring - data gathering;
- Erosion infrastructure and maintenance - repair earthworks to eroded rehabilitated areas;
- Revegetation, seeding, mulching and spray -grass - application of seed and mulch onto re-contoured sites.



partnership

Strategic partnerships that provide a depth of specialist knowledge and seamless delivery of our services.

We have formed strategic alliances with partners who can support specialist activities in the **progressive rehabilitation cycle** such as environmental technical service specialists, technical planning, revegetation modelling and erosion management.

These partnerships provide **flexibility in both the scope and dimension of the services** we are able to provide, and the depth of specialist knowledge we are able to offer when required.

Our partnerships and relationships with local and regional labour, equipment, consumable and associated service suppliers allow the seamless delivery of our services.

3BM will build on its existing capability by growing our core workforce and mobile fleet to **support sustainable growth and strengthen our overall service offering.**

Recruitment from local communities is important to us, as is support for traineeships and apprenticeships. These initiatives are tailored to the engagement and skill uplift of local traditional owners.

Our operational model ensures 3BM is project-ready at short notice.



our operational approach



SAFETY

intertwined in everything we do

3BM staff drive safe and efficient outcomes through a strong and resilient culture. Our safety performance is integral to the way we deliver our work.

We use a number of strategies to achieve this outcome including:

- leadership and accountability;
- risk management (industry best practice);
- training;
- consultation and communication;
- health and injury management;
- continuous improvement and pragmatic application of technology;
- reinforcing safety through our culture.

3BM's **Safety Management Plan** is guided by our **Health & Safety Policy**. This policy represents our clear and unwavering commitment to the health and safety of our team and the communities in which we operate. We **develop specific Safety Management Plans for each project** we are involved in that incorporates the risk profile and expectations of the project, the client and our community partners.

QUALITY MANAGEMENT

supported by a systematic approach

Quality management at 3BM is not just a policy, it is fundamental part of the way we do things. **3BM's quality management focuses on a systematic and process-driven approach** that provides real business outcomes.

This approach includes:

- policies and processes to drive consistent and predictable outcomes;
- ensuring our people are adequately trained and capable in what they do;
- efficient processes to identify and manage non-conformance and effective corrective actions;
- innovation and continuous improvement;
- ensuring subcontractor/ partner/ supplier compliance.





COMMUNITY

working with our local communities and traditional owners is what drives our business

3BM prides itself on its ability to **understand the needs and capabilities of local indigenous communities** and how those capabilities can be nurtured and developed. 3BM works closely with its clients and the local communities to **support existing programs and to provide opportunities for new indigenous businesses** to prosper.



ENVIRONMENT

offering the highest standards in design, planning, operations and maintenance support.

Our in-house capability coupled with the capabilities of our strategic partners allow us to tailor outcomes in accordance with our client's own environmental management plans and planning commitments. Further, **our proven engagement model ensures outcomes are embraced by the local communities.**

More specifically, 3BM is committed to:

- capturing and enabling the environmental concepts and ideas of the local traditional owners;
- generating innovative and cost-effective environmental solutions;
- minimising the environmental impact of our operations and our carbon footprint;
- continuously improving;
- ensuring employees, partners and subcontractors adhere to our environmental policy; and
- recycling and reducing waste.

INNOVATION & TECHNOLOGY

growing with technology as part of our DNA

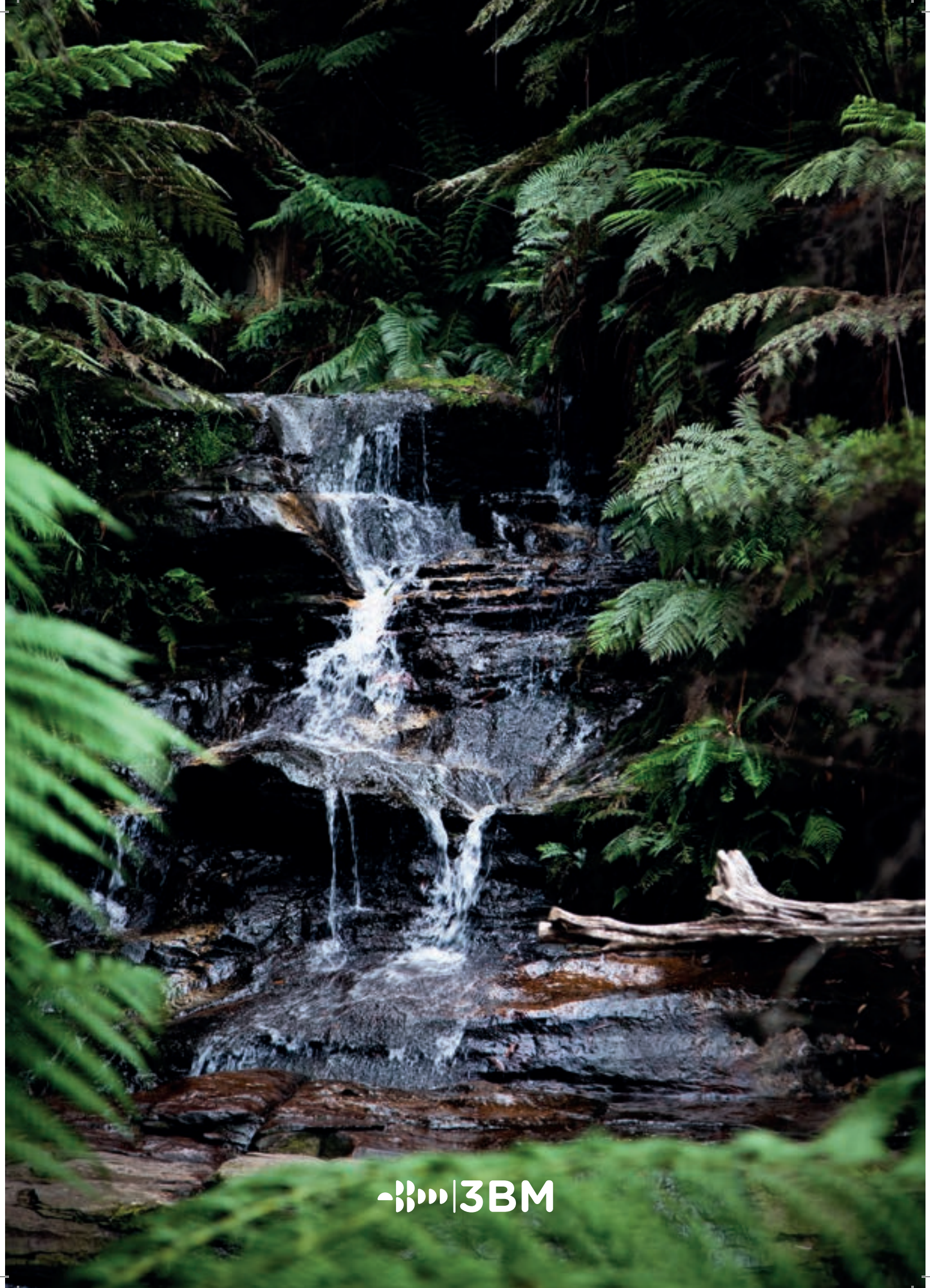
As a newly formed business, 3BM has a competitive advantage in that we are able to **integrate new technologies into how we plan and deliver our services.** As a small and nimble operator, we are also able to quickly implement creative and innovative ideas and bring immediate value to our clients.





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