



Evolution
MINING

SOURCE

The Northparkes Community Newsletter
April 2025

A message from our General Manager, **Rob Cunningham**

Welcome to our first edition of Source for 2025. We are excited to share an update on our people and their achievements, our projects, and community investment over the last six months.

As always, safety remains our top priority and is at the core of everything we do. Our biggest campaign over the last 12 months has been Permission to Pause, which you can read more about in this edition. The most important thing that everyone can do, who comes to work at Northparkes, is to go home the same way they came to work – safely.

Our Automation Project for E26 Lift 1 North (E26L1N) Block Cave is now complete. This means we have an additional level underground that can be mined remotely from the surface. E26L1N currently has five automated loaders that can operate 24/7. Automation is an innovative way to keep our people safe, that Northparkes has been an industry leader in over the years.

Last month we completed the E31 Open Pits Project. The project started in July 2023 and has significantly contributed to our copper and gold production. Over 21,000 tonnes of copper and 125,000 ounces of gold has been mined from the two open pits. While we mined our open pits we focused on leading indicators for safety, like hazard reporting and safety

interactions. This means sources of harm were identified before an incident could happen. Additionally, a strong team culture was fostered between us and our contractor, QH and M Birt, resulting in a win-win outcome for the project.

It is with great pleasure that I can announce our 'Heart of Parkes', partnership with Charles Sturt University. Evolution will provide a space that will be used by the School of Rural Medicine to help train and retain doctors in regional areas. The building will also house our new town office and training facility. We are very excited about this project, and you can read more about it further on.

In August, we will support the Frontline Services Ball as a major sponsor for the third time. A dedicated group of Northparkes representatives will be part of the Working Party to help organise this wonderful event again. The first two balls raised over \$170 thousand dollars for the community; contributed to the Central West Ronald McDonald House in Orange, Parkes PCYC Youth Mental Health Wellbeing Program, and the Parkes and Forbes SES. Don't miss out on this fantastic fundraiser, get your tickets early. Finally, this will be my last address in Source as Northparkes' General Manager. I will retire at the end of June. Since my return in January 2024, it has been a privilege to lead the team and work



alongside the incredible people here. We successfully transitioned to Evolution and, most importantly, have improved our safety performance together.

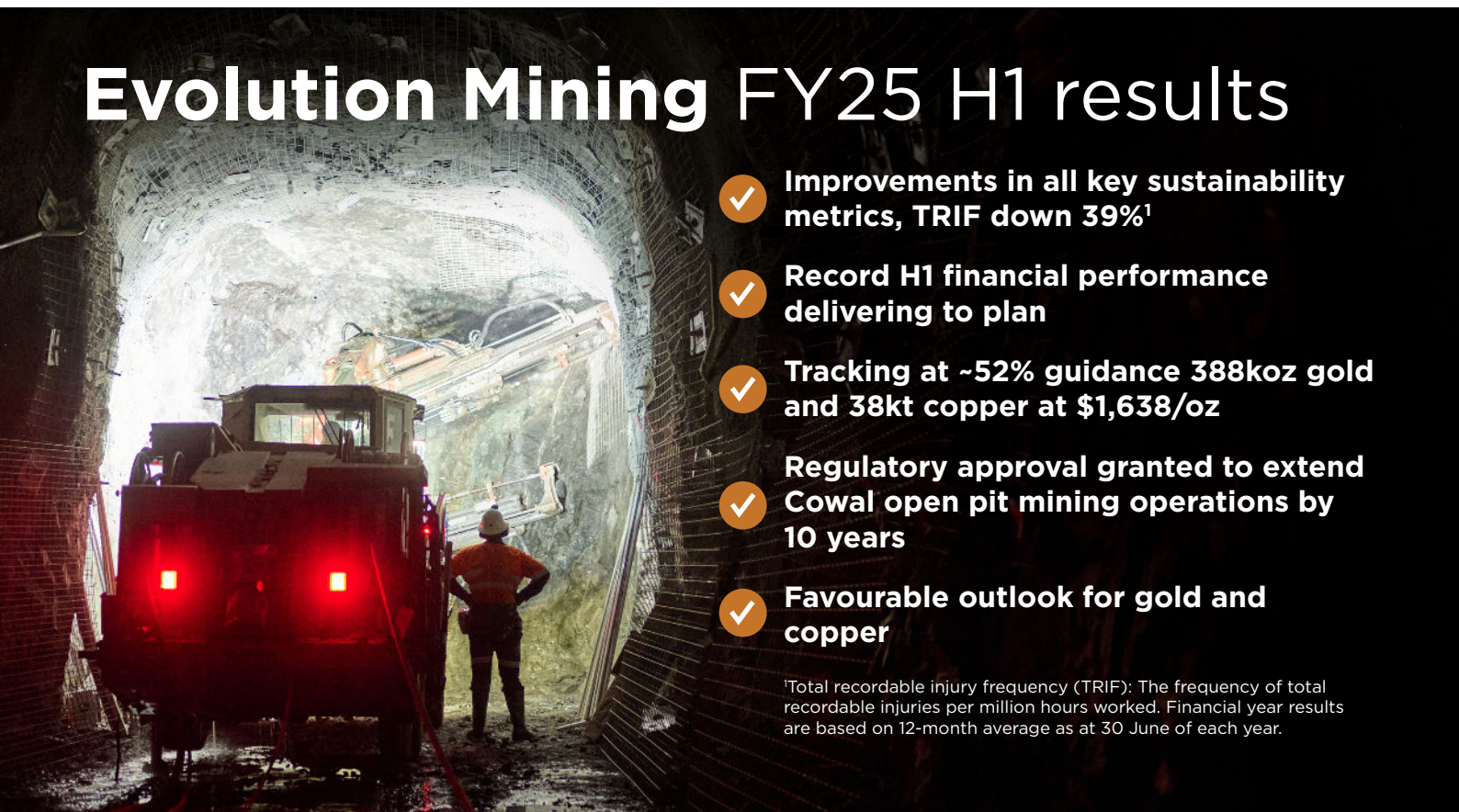
Leading Northparkes has been the highlight of my career. I am so proud of the people and the achievements in the last 12 months and over the last 30 years. I will leave knowing the future is bright for the mine and our community as we continue on the journey together.

Rob

Evolution Mining FY25 H1 results

- ✓ Improvements in all key sustainability metrics, TRIF down 39%¹
- ✓ Record H1 financial performance delivering to plan
- ✓ Tracking at ~52% guidance 388koz gold and 38kt copper at \$1,638/oz
- ✓ Regulatory approval granted to extend Cowal open pit mining operations by 10 years
- ✓ Favourable outlook for gold and copper

¹Total recordable injury frequency (TRIF): The frequency of total recordable injuries per million hours worked. Financial year results are based on 12-month average as at 30 June of each year.



The “Permission to Pause” campaign was launched a year ago. It is a reminder to all that they have the right to stop any task or intervene if they feel it’s unsafe, without fear of retribution.

This initiative encourages a proactive approach to safety, where everyone looks out for one another and takes action when necessary. The campaign reinforces that no task is worth risking safety, and everyone has the power to pause for a moment to ensure a safer environment.

By staying aware and focused, we continue to protect ourselves and our colleagues. Safety is at the heart of everything we do, and it remains our top priority.



Permission to PAUSE



Emergency Response team shines at Mines Rescue challenge



In March, members of our Emergency Response team (ERT) travelled to Queensland for the 2025 Evolution Mines Rescue Challenge. Over three days, the team competed against other Australian Evolution site Emergency Response teams in events including mass casualty, theory, ropes, road crash rescue, and search and rescue. Our Northparkes team took out the fire event and one of our team members, Maz Rees, was joint winner of Rookie of the Year. This is a huge achievement for the entire team made up of eight employees who have been training together to develop their skills and teamwork.



Infill Extension Project

The Infill Extension Project has begun and is our next Tailings Storage Facility (TSF). The facility will hold over 8.2 million tonnes of tailings and will significantly increase the safety of some of our existing embankments.

Throughout construction, we will maintain a strong focus on safety, with a commitment to no injuries and no incidents. Our new local contractor will be inducted into and work under our safety procedures and work as part of our team during the project, which is expected to be completed by mid-2026.

Northparkes manages five TSFs onsite. These are used to store waste (tailings) after we extract the copper, gold and silver minerals. The tailings are pumped into the facilities, and form a flat, dry surface. Over the years we have grown various crops and salt bush on the tailings surface to help reduce dust lift off, a first in the industry and a finalist for the NSW Minerals Council Environmental Excellence Award in 2016.



Environmental stewardship

Biodiversity offsets are a conservational effort, aimed at restoring natural areas. As part of our commitment to responsible mining, Northparkes owns two biodiversity offsets, Estcourt and Kokoda. These areas ensure the environmental impact of our operations is offset in a way that protects and regenerates local unused farmland into functioning woodlands.

Our Estcourt Offset was set up in 2009 as part of the construction of the Estcourt Tailings Facility. Located close to the mine, it is 65 hectares of remnant vegetation and agricultural land that has been regenerated into native grassy woodlands.

Our Kokoda Offset is 340 hectares and was purchased to protect and improve local biodiversity for the long term. It is home to several important vegetation communities, including some that are considered threatened. It provides a habitat for a range of endangered species. Since we purchased the site in 2015, we've been actively managing it to restore and protect key ecosystems, like Grey Box Grassy Woodland, White Box, Yellow Box, and Blakely's Red Gum Woodland.

Biodiversity offsets are just one of the ways we're working to protect and restore the ecosystems we rely on.



Approvals

Northparkes continues to work with the NSW Regulators to update our Project Approval (11_0060) to match changes and improvements to our operations. The Regulator approved Modification 11 last month and Modification 12 in November 2024, which included:

- A sub-level cave under the existing E48 Block Cave
- Expansion of the approved E28 North East Open Pit
- Additional water storage
- Improvements to the ore handling arrangements.

The scoping report for Modification 13, outlining proposed changes related to tailings and water within the E31 and E31 North mining voids, is available on the NSW Resources Regulator website.

Why parental leave is worth taking

In recent years, we have seen an increase in the number of dads embracing the opportunity to take parental leave. While traditionally, the responsibility of raising and caring for children has fallen to mothers, today, more fathers are recognising the value of stepping in and being there for their families during those precious first years.



Alec Edwards is an Electrical Maintenance Engineer at Northparkes. He and his wife, Hannah, welcomed their first child, Grace, in 2021. In 2023 they had their second child, Hugo. Alec has taken paid parental leave with both Grace and Hugo. He recalls his experience with such joy, reflecting on how it strengthened his bond with his children and gave him the time he needed to fully embrace fatherhood.

For Alec and Hannah, this leave was incredibly beneficial for their family, allowing Hannah to return to work without the need to find childcare - something that, as we all know, can be difficult in regional communities. "My leave with Hugo came at a really great time. I got to spend time with both of our kids, and Hannah was able to focus on heading back to work without the pressure of doing it all by herself," said Alec. Taking parental leave meant that Alec got to see Hugo's first steps and go to Friday morning dance lessons with Grace.

Hannah agreed Alec's time off was a huge help to them during a tricky time in a young family's life. "It had a wonderful impact on our family dynamic and allowed Alec to experience the often stereotypical 'mum' role - washing, cooking, and cleaning. It also let me to return to work full-time, where I could focus on rebuilding my professional skills and taking on new challenges in my workplace with flexibility and purpose."

"Time is a thief, and you can never get that time back - if you can take the time, do it."

Nathaniel Dixon is Alec's leader at Northparkes, and he is very supportive of his team when it comes to work life balance. "Alec taking parental leave was a real win for our team and our company culture. It gave him the chance to focus on his family, and at the same time, it showed how important work-life balance is here." While Alec was on leave it also provided the opportunity for others in the business the chance to develop their leadership skills and act in his role.

Alec and Hannah both agreed that the Northparkes Parental Leave Program is a really positive benefit that has had a lasting impact for their family.

In 2024, 27 men and 4 women took parental leave at Northparkes.



Eugowra Community Children's Centre



During the devastating floods in November 2022, Eugowra lost a vital part of their infrastructure – the local childcare centre. Since then, the Eugowra Community Children's Centre has been operating out of temporary locations, and now from a demountable at the showground. The strength and resilience of the locals is astounding, and we were so pleased to announce in December that they would receive over \$400,000 from Evolution Mining to help build their new purpose built facility.

Northparkes Operations General Manager, Rob Cunningham said that this reinforces the strong commitment to supporting the communities where we operate. "Childcare is a need throughout Australia, but Eugowra, as it recovers from the 2022 floods, is such a worthy recipient. We are thrilled to partner with the team at the Eugowra Community Children's Centre and we're looking forward to bringing you updates as the centre progresses," he said. The donation will help fund the long day care room in the new centre. With expanded space, more children will have the opportunity to benefit as Eugowra rebuilds stronger than ever after the disastrous flood event.

The Eugowra Community Children's Centre Management Committee said this donation will allow our community owned service to continue to provide long day care for working families. "We are absolutely certain that the impacts of this donation will be long lasting as we can now ensure that future generations of local families will have access to this critical service for many years to come."

The building of the new facility is on track to start mid 2025, with the new centre hoping to open its doors in 2026.

Northparkes Community Investment Program

*available to fund
multiple community
initiatives.*

This round closes 30 October. Visit <https://www.surveymonkey.com/r/DDR2TN2> to apply.

We support initiatives that contribute to our local communities within the categories of;



**culture and
recreation**



**economic
development**



**education
and youth**



environment



health



Heart of *Parkes*

“This project has so much potential, not just for CSU, but also to attract other GPs, Specialists and Allied Health Clinicians to Parkes to conduct medical work,”
Dr Stewart said.

The shortage of doctors in regional Australia has been something that has impacted most, if not all of us. Evolution is proud to partner with Charles Sturt University (CSU) School of Rural Medicine to provide a space for a training program with the aim of helping address this shortage.

CSU's Rural Doctors Program trains and develops medical students who want to remain living and working in regional areas. Unfortunately, until now, there has not been a facility to run this program in Parkes.

Northparkes will provide the space for this program, which will have 11 Central West medical students based out of the facility from the day it opens. Local GP Kerrie Stewart said we have a pipeline of some of the best students in Australia, who we know want to stay local. “They were raised here and have families here. This space is the opportunity we have been waiting for,” she said. The program will provide more access to medical services

through clinician lead clinics with student involvement for things like health checks, childhood vaccinations, and more.

The building will be a shared space and contain the Northparkes Town Office, a purpose-built training facility and the CSU Rural Doctors Program. There is potential and plans to grow the facility in the future for medical services for the region.



Step Ahead Psychology

Mental health is a huge concern within our communities. With few psychology services in the Parkes and Forbes Shires, receiving help and care in times of crisis can be difficult.

Step Ahead Psychology is an established practice, providing support in Wollongong and Forbes. One of the founders of Step Ahead has close ties with rural areas, growing up in Trundle. This makes them more aware of the issues and lack of resources in our area. Step Ahead Psychology offers a range of services, including outdoor walk and talk sessions, in-clinic sessions, and telehealth sessions, designed to improve people's mental well-being and provide them with the tools to manage life's challenges.

To support the mental health of our local communities, we need trained professionals, but they are in high demand across the country. In January, Step Ahead Psychology received over \$140,000 in funding to help secure a psychologist for the area. This will ensure that locals receive the professional psychological support they need.

Northparkes Operations secured the funding, with the financial contribution provided by Triple Flag Precious Metals. We look forward to bringing you updates on this project as recruitment for the right person continues.



Employee pipeline

Apprentices

Apprentices help to build a stronger workforce by bringing fresh ideas, new skills, and a willingness to learn how we work. Welcome to our four new apprentices, James McFarland Electrical Apprentice, Sarah Shady Electrical Apprentice, Kane Leigo Light Vehicle Apprentice, and Mason Leedham Mechanical Fitter Apprentice. In January we hosted our annual Employee Pipeline event to award the Lester Plumber Apprentice of the Year and welcome the new employees to the business. Our employee pipeline includes apprentices, trainees, graduates, scholarship holders and work placement students.

The 2024 Lester Plumber Apprentice of the Year award was awarded to second year, Auto-Electrician, Charlie Denham-Jones. Charlie's team leader, Scott McDonald said, "Charlie is approachable, positive, and works well with everyone. His safety mindset and ability to learn quickly is outstanding, and he is such a valuable member of our team." The award was first introduced in 2016, in honour of Lester Plumber, a mentor and employee at Northparkes, who sadly passed away in 2015. Lester's wife Kerrie Plumber joins us every year at the event to help present the award in honour of her late husband.

Graduates

This year, we welcomed eight new graduates as part of the Evolution Mining Graduate Program. Over the next year they will be supported by their leaders and teams, to develop their technical skills and broaden their mining knowledge. You can learn more about this award-winning program on the Evolution Mining website.

Scholarships

Northparkes Indigenous Scholarship

This scholarship provides financial support, work placement opportunities and encouragement to Wiradjuri students doing tertiary studies. Recipients receive \$10,000 each year of their studies, when they pass their subjects successfully. They also receive a laptop and paid work placement opportunities.

Northparkes Triple Flag Scholarship

These Scholarships are available to people in the Parkes or Forbes local government areas who are successfully enrolled in university, TAFE, VET or other nationally recognised training programs. Successful applicants receive a one-off payment of \$5,000 to help with their studies. Northparkes partners with Triple Flag Precious Metals for this scholarship.

Northparkes Sumitomo Scholarship

This scholarship is open to people under the age of 30, who are located in Central West and studying or accepted into university. The scholarships provide financial support of a one-off payment of \$3,000 to help with studies. These scholarships are in partnership with Sumitomo Metal Mining Co.

