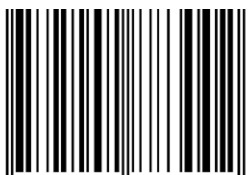




# WOMEN IN BUSINESS

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## MINING & ENERGY UPDATE



# 2023 EMPLOYABILITY EXCELLENCE AWARDS

Congratulations to the students, staff and businesses that were recognised in the 2023 Employability Excellence Awards for their outstanding contribution to career-ready placements.

At the University of Newcastle, we are passionate about providing students with the education and skills that make them highly employable and ready to enter the workforce. We also recognise that offering career-ready placement opportunities requires a commitment of time and effort from local businesses and our staff. To this year's achievers, it is wonderful to share your success with our community.

## Student Achievers

### Student Employability Achievement Award

Amelia Young – PhD (Law)  
Imogen Reid - Bachelor of Environmental Engineering (Honours) / Bachelor of Science

*Highly Commended*  
Maddison Battese

### Student Employee of the Year

Hugh Marler - Bachelor of Aerospace Systems Engineering (Honours)

*Highly Commended*  
Aden Huszti and Louis Carmichael  
(joint nomination)

Daisy Nugent and Isabella Crebert  
(joint nomination)

### Student Entrepreneur of the Year

Viv Jayachandran - Bachelor of Software Engineering (Honours)

*Highly Commended*  
Ryan Muir and Sam Osborne  
(joint nomination)

### Work Integrated Learning Student of the Year

Cameron Lord - Bachelor of Renewable Energy Engineering (Honours)

Samuel Clarke - Bachelor of Occupational Therapy (Honours)

*Highly Commended*  
Adam Capotosto  
Ryan King  
Skii Stevenson

## Staff Achievers

### Work Integrated Learning Staff Member of the Year

Dr Hayley Croft  
Associate Professor Karen Blackmore

Dr Paul Stolk

*Highly Commended*

Dr Babette Rae

Dr Colin Sanctuary

Dr Debra Donnelly

Ellen Mason

Dr Kim Maund and Dr Jessica Siva  
(joint nomination)

## Industry Achievers

### New Partner in Employability

NeuroKind  
*Highly Commended*  
Community Therapy  
Newcastle Hunter Valley  
Pharmacists Association

### Employer Excellence in Equity, Diversity and Inclusion Award

Newcastle School

*Highly Commended*

Northrop Consulting Engineers

### Work Integrated Learning Hall of Fame

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Boeing Defence Australia

Catholic Schools Broken Bay

CLARITY Imaging

Community Corrections

Newcastle and Lake Macquarie

Hunter Community Legal Centre

Imagecloud

NGM Group

Prince of Wales Hospital  
(Nuclear Medicine Department)

Recovery Station

Redhead Public School

ResTech

University of Newcastle

Justice Clinic



Learn more about our achievers and their inspiring stories

**[NEWCASTLE.EDU.AU/EMPLOYABILITY-AWARDS](https://newcastle.edu.au/employability-awards)**

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- Partnering with Department of Primary Industries in provision of labour solution for biosecurity project-NSW
- Appointment of CEO-Tankworld Australia

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# From the Editor



The year is coming to an end and 2023 has been certainly had its challenges.

Inflation has remained higher than the Reserve Bank's target range of 2-3%, although on a downward trajectory and significantly lower than the peak. Interest rates have risen further and economic growth has been lower than long term averages.

The labour market has remained tight but has shown signs of easing. This will be good news for the many businesses struggling to fill vacant positions but also has the potential to lead to

reduced consumer spending.

The global situation has been unsettled with the Ukraine war dragging on and the Israel-Palestine conflict flaring. Many global economies have also been performing below average, including China, our largest export destination.

Forecasts always involve a substantial element of uncertainty but for 2024 economic growth in Australia is again expected to be below long-term average. But there is some good news in the forecasts.

The chances of a recession in Australia and globally have reduced, but still present. Inflation is expected to continue to slowly fall. The Reserve Bank forecasts that inflation in Australia will be 3.5% by the end of 2024, just above the target range.

Interest rates appear to be reaching a peak, although recent talk suggests another rise is quite likely. By the end of 2024 interest rates are expected to be easing.

The Reserve Bank also sees the Australian economy moving into a more settled period. In its economic outlook released

in November its says "Over coming years, a more sustainable balance between supply and demand across the economy, including in labour and product markets, is expected to support the return to low and stable inflation as growth in domestic activity returns to trend."

We will have to wait to see exactly how accurate these forecasts are.

As always external factors are important for businesses and can have a major impact on business performance but are not the only factor in play. If businesses have strong fundamentals and can identify not only the threats external factors bring but also any opportunities, they will maximise their chances of success.

\*\*\*\*

Hunter Business Review wishes its readers, advertisers and story submitters a merry and restorative festive period and a happy, healthy and prosperous 2024.

We look forward to continuing to serve the Hunter business community in 2024.

**Garry Hardie**  
*Editor and Publisher*

## ON THIS MONTH'S COVER

Four local businesswomen featured in this month's Women in Business feature starting on page 19 – clockwise from top left: Jacqui Daley of The Measured Marketer, Charlotte Thaarup of The Mindfulness Clinic, Lauren Eyles of Business Hunter and Reflections Holiday Parks and Louise Lennox of Dynamize Chartered Accountants.

## Planning a business FUNCTION? WORK PARTY, CONFERENCE, MEETING, WORKSHOP, EXPO OR OTHER BUSINESS EVENT



View the 2023-24 Hunter Business Function Guide for information on venues and supporting services.

[www.hbrmag.com.au/2023-hunter-business-function-guide](http://www.hbrmag.com.au/2023-hunter-business-function-guide)

## Port of Newcastle claims gold for sustainability

Port of Newcastle has been recognised for its outstanding environmental achievements, leadership and commitment to sustainability, by becoming a Gold Partner in the NSW Government's Sustainability Advantage program.

The Port has participated in the program since 2019, which is run by the NSW Government's Office of Energy and Climate Change and supports organisations to embed sustainability into everyday practices, become more efficient by reducing energy use, water use and waste and set targets for emission reduction.

CEO Craig Carmody said the Gold Partner status is a reflection of the progress the Port has made in its sustainability journey over the past five years.

"We have made significant inroads since we first launched our ESG Strategy to embed environmental, social and governance best practice in everything that we do and we are proud to have created a culture of continuous improvement within the Port that drives the business to find new and innovative solutions to the sustainability challenges facing our industry," Mr Carmody said.

"To be recognised as a Sustainability Advantage Gold Partner is a fantastic achievement and is an acknowledgement of just how far we have come in such a short space of time; from our port-wide energy efficient lighting upgrade to the decarbonisation of our operations through the use of 100% renewable power."

Chief Financial Officer and ESG Strategy Lead, Nick Livesey, said the Gold Partner status builds on Port of Newcastle's 2023 GRESB (Global Real Estate Sustainability Benchmark) results, which saw the Port maintain its 5-star rating for a third consecutive year and increase its overall score to 96 out of a possible 100.

"Our focus is to create a resilient and environmentally responsible Port that continues to support the economic



prosperity of the Hunter and NSW economies, along with local jobs," Mr Livesey said.

"This year alone the Port has increased its SBTi Scope 1 and 2 emissions reduction commitment to align with a 1.5 degree warming scenario, as well as continuing to lead the industry by setting a reduction target for Scope 3 carbon emissions.

"We are also proud signatories to the United Nations Global Compact, the largest corporate sustainability initiative in the world, reflecting the Port's commitment to aligning its ESG and diversification strategies with the principles of the United Nations Sustainable Development Goals.

"By making sustainability a key priority in reshaping and reimagining our future we can ensure the Port is around for generations to come."



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## Prosperity Advisers merges with P+Y

Celebrating its 35th year of success and sustained growth, Newcastle's Prosperity Advisers Group has announced a merger by combining with P+Y Accountants and Business Advisors – a successful Brisbane-based Accounting & Tax practice.

P+Y were established 29 years ago. Partners, Brenden Yantsch and David Pennell became Shareholders and Directors of Prosperity on 1 November and are joined by their team of 11 at the firm.

As a key client group for both Prosperity Advisers and P+Y, the SME sector features prominently in the growth plans for the combined business across its Newcastle, Brisbane and Sydney footprint. Joining forces means greater access for P+Y clients to an expanded group of services and is a boost to Prosperity's clients seeking business opportunities in Queensland.

Combining the long history of both teams in delivering quality accounting, tax and advisory services made a lot of sense for Prosperity Advisers, Founder & CEO Allan McKeown said.

"When the opportunity arose to merge with P+Y we were excited by the prospect of working with two leading advisers whose client focus and depth of knowledge matched so well with Prosperity's DNA. Their strong reputation meant there was considerable interest in their firm from all the major players. It is testament to Prosperity's culture and business model that Brenden and David chose our firm."

David Pennell said "Since meeting with the Prosperity Adviser Group partners 12 months ago, we have taken our time getting to know each of them personally and of course we've carefully reviewed their business – quality of advice, services offered and their people."

"There is a deep-seated alignment in our firm cultures. Like P+Y, Prosperity is committed to fostering a work environment that emphasises collaboration, innovation and professional growth.



Joining Prosperity allows our team more opportunities to develop with a larger organisation."

Established in Newcastle in 1989, Prosperity has grown to be a significant advisory firm comprising 20 Directors and 180 staff serving clients through Newcastle, Sydney and Brisbane offices.

## New tour at Maitland Gaol

For the first time in 175 years, visitors to Maitland Gaol will be allowed access to the metal catwalks once patrolled by armed officers. From 7 December, the new Tower Tour will give visitors a brand new view of the former maximum security prison, after walking up a spiral staircase built inside the thick sandstone walls.

"The Tower Tour is an exciting opportunity for us," said Maitland Gaol's Heritage Interpretation Specialist Zoe Whiting.

"Not only is it a new way to interpret the Gaol's heritage, but visitors will also have a unique perspective of its position near key parts of East Maitland like the railway station and former courthouse."

"These armed posts provided a bird's eye view to the day to day life below, and were responsible for the safety of fellow officers and security of the site," Ms Whiting said.

"As you move along the catwalk, your guide will explore how the towers were operated as a security measure, when they were used in a crisis and the working conditions for staff that occupied them.

"We want to identify changes in how the towers were used and examine the impact of the towers on staff and prisoners.

"There's so much history and heritage at Maitland Gaol we're confident the Tower Tour will attract both new and returning visitors."

The Tower Tour is supported by the NSW Government's tourism and major events agency Destination NSW, through the 2020-21 Experience Enhancement Fund. More than \$11.7 million worth of additional works at Maitland Gaol will be funded by over \$10 million in State and Federal funding announced in January 2022.

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## Singleton Council awarded best council in regional NSW

Singleton Council has been named the most progressive Council in rural/regional NSW, taking out the prestigious AR Bluett Award, announced at the LGNSW Annual Conference in Sydney on 12 November.

The AR Bluett is the most prestigious award in local government, recognising excellence and progress. The award has been presented to one metro or major regional council and one rural or regional council annually since 1945.

Jason Linnane, Council's General Manager said the award was the "pinnacle of local government achievement" and was due recognition for the industry-leading projects, services, and hard work by the staff and elected officials at Singleton Council.

"Winning this award is an absolute honour – the AR Bluett Award is the most esteemed and significant award in our industry, and to take out number one in the rural/regional category is simply incredible," he said.

"As a small regional Council, it's absolute proof that we really do punch above our weight, and most importantly deliver fantastic outcomes for the people that call Singleton home."

Mr Linnane said Singleton's award submission outlined Council's focus on delivering outcomes, programs and projects that enhance Singleton's liveability, and how the organisation is moving to meet the future head on.

"In a community and an economy renowned for coal mining, we've recognised the need to act now rather than wait for decisions beyond our control that have the greatest potential to change our community," he said.

"Our written submission, and subsequent presentation to the AR Bluett Board of Trustees told the story of how Council, our staff and our community are working together to shift the paradigm from the here and now to the future.



"And best of all, our approach relies on partnerships with our community and other tiers of government, working together to identify what we can do now to futureproof our local government area for the generations who will come after us.

"This is front and centre in everything we do, influencing decision making, delivery of our operations, and how we invest in community infrastructure, events, and delivering innovative programs that foster positive outcomes for our community.

"We're not just delivering exceptional facilities, programs and services now; we are also building a legacy that will continue to drive Singleton forward into the future.

"We are incredibly fortunate to have a wonderful elected Council, supported by a fantastic team of professionals dedicated to creating community, and I'm extremely proud of their hard work that is seeing Singleton recognised at the highest level."



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## The Business Centre relaunches its Business Incubator

On 3 November The Business Centre (TBC) relaunched its headquarters, TwoSixFive, after stage one of the building's renovations had been completed. The Honourable Sharon Claydon MP officially relaunched the site after two years of renovations.

The building was bought by The Business Centre in 1993 and has a long-standing history within the business community. TBC's Chairperson, Frank Herb said that the renovation was more than just a facelift for the building.

"We designed this building with the region's small businesses at the front of our minds, TwoSixFive is as much their headquarters as it is ours."

"As a community-invested organisation the team is always working to listen and respond to the needs of our community while adapting to a continually changing business environment," Frank said.

TwoSixFive has served as the launch pad for many businesses over the last three decades and was home to the region's first Small Business Incubator from 2004 to 2014.

During this time the incubator provided thousands of hours of support to regional start-ups with access to high-tech facilities, 20 serviced offices, community event spaces, business advisory services and business training programs.

In 2020 at the height of the COVID-19 Pandemic, the building was relaunched as the Small Business Support Centre to assist local businesses through the challenges of the pandemic.

"This collaboration was about connecting established business owners with business experts and low-cost temporary office space, to protect and stabilise their businesses during the COVID-19 pandemic," Frank said.

With the relaunch of the building comes an exciting future, TBC's CEO, Steve Wait has said that the team will continue with stages two and three of the renovations in the coming years.

"Stage one has been built to allow for stages two and three to follow with minimum interruption and to extend the provision of our disabled access to all upper floors."

"We will also increase the use of smart and environmentally advanced technology, building functionality and being able to offer state-of-the-art and dynamic working spaces for the next generation of our region's small businesses and start-ups."

"With Stage One of the renovation complete, we are hoping to create a community of business with co-working spaces, business advice and education, networking events and much more all under one roof."

"TwoSixFive aims to make running a business in the Newcastle CBD more accessible to those who may not be able to afford a space in the city centre, or who are having trouble navigating the commercial real estate landscape," Steve said.

The Business Centre's strength has been built on our ability to develop long-term relationships, listen and respond to our community while adapting to a continually changing business environment.

TwoSixFive takes all of this and offers regional businesses a place of community and connections that small businesses may not have immediate access to. By providing a place of work and community The Business Centre's goal is to create a business ecosystem within the heart of the Newcastle CBD.

*Steve Wait and Sharon Claydon MP*



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## Fee waiver to provide relief for Port Stephens oyster farmers

The NSW Government is providing support to Port Stephens oyster farmers impacted by the 'Queensland Unknown' (QX) disease, with a \$240,000 fee waiver.

In recognition of the cost to the local oyster industry the NSW Government will waive the Fisheries and Food Authority State Levy Fees for 2023 to 2024 for all Port Stephens Oyster farmers.

This announcement follows the detection of QX in Sydney Rock Oysters from Port Stephens in August 2021. While not dangerous to humans, QX disease is deadly for oysters.

The Port Stephens oyster industry was the second largest oyster producing estuary in NSW, valued at more than \$11 million. This fee waiver is intended to provide some relief to the local industry as they navigate how to mitigate the impacts of this disease.

NSW Department of Primary Industries (DPI) has been working with the Port Stephens oyster industry to support them, including disease surveillance and breeding Sydney Rock Oysters for QX disease survival, as part of the Sydney Rock Oyster Breeding Program (SRO BP).

Minister for Agriculture Tara Moriarty said "I have met with oyster farmers up in Port Stephens and have heard firsthand how devastating QX disease has been for the local industry and the wider community.



"The fee waiver means that everyone will be able to receive some relief, regardless of the size of their production history or income.

"Oysters from Port Stephens remain safe to consume, so I would encourage everyone to support your local oyster farmers this summer by indulging in some delicious oysters."

Member for Port Stephens Kate Washington said "Port Stephens has a long and proud history of oyster farming, spanning across multiple generations, but the last few years have been really tough.

"I thank Minister Moriarty for hearing firsthand from our local oyster farmers and responding with much-needed, practical relief.

"I'm hopeful that the fee waiver will help some of our struggling oyster farmers stay afloat and continue to produce the local oysters we all love."



## Specialist Accreditation in Family Law

Delaney Roberts Specialist Family Lawyers has announced that Senior Associate Solicitor, Monique Allan has been recognised by the Law Society of NSW as being a true Specialist in her field having recently achieved Specialist Accreditation in Family Law.

Monique joins two other Accredited Specialists in Family Law at Delaney Roberts, Principal Solicitor Linsey Wilson and Special Counsel Marie Hayter.

"I always wanted to be in an area of law where I am able to interact with everyday people, develop a trusting relationship with them and make a meaningful difference in their lives. Working in family law has enabled me to do that," Monique said.

Obtaining any Specialist Accreditation is no small achievement. To gain Specialist Accreditation a Solicitor must pass rigorous assessments in communication, problem solving, client relations, Court procedure and, of course, Family Law, including a peer-to-peer evaluation.

"Completing the Specialist Accreditation process was extremely stressful and definitely tested my knowledge on all aspects of family law," said Monique.

"Specialist Accreditation is a recognised mark of expertise for the public and the profession." Director Anna Roberts said. "We are so proud that Monique has achieved Accreditation and on her first attempt. She is an excellent Family Lawyer, and it is wonderful to have this professionally recognised."

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## Port of Newcastle boosts global GRESB sustainability rating for fourth consecutive year

Port of Newcastle has continued its improvement trajectory, achieving its highest coveted Global Real Estate Sustainability Benchmark (GRESB) score to date and maintaining its 5-star GRESB rating for a third consecutive year.

"GRESB is a world-leading leading environmental, social and governance (ESG) benchmarking tool, which provides insight into an organisation's ESG performance over time and compared to its industry peers," said Craig Carmody, Port of Newcastle CEO.

"For the world's largest coal port to go from a GRESB score of 40 in our first assessment in 2019 to 96 in 2023 is a remarkable achievement and our continuous improvement shows that we have truly embedded ESG as a core principle across our business and our culture.

"We have been actively working to diversify our Port and to support a more sustainable future. Our Clean Energy Precinct will position us as a leading production, storage and export hub for future sustainable, clean energy products and technologies including hydrogen and green ammonia.

"Our Port now handles over 25 different types of cargoes and last year despite challenging environmental conditions we saw strong trade volumes across a number of export commodities including wheat, meals and grains exports and increased roll-on-roll-off project cargo including wind turbine components," Mr Carmody said.

Port of Newcastle Chief Financial Officer and ESG Strategy Lead, Nick Livesey, said the 5-star GRESB rating is reserved for the top 20% of surveyed companies globally, and formally recognises them as industry leaders in sustainability.

"Our diversified trade expansion and projects are supported by the work we have also completed to extend the scope of our 100% renewable power purchase agreement, complete a port-wide energy efficient lighting upgrade, renew our EcoPorts certification and switch our entire Port fleet to electric vehicles.

"Our GRESB score recognises Port of Newcastle's focused improvements in promoting a diverse and inclusive workplace as an employer of choice in the region, and our expanded delivery of health and wellbeing initiatives to support staff, including our WORK180 endorsement, flexible work arrangements and career development opportunities," Mr Livesey said.

Following continued rollout of its ESG strategy, in the last 12 months Port of Newcastle has brought its SBTi emissions reduction upgrade line with 1.5 degrees climate science, become a signatory to the United Nations Global Compact, reduced Scope 1 and Scope 2 targets, set an ambitious Scope 3 target, become a Mental Health First Aid endorsed employer, and progressed its diversification strategies including the enablement of its landmark Clean Energy Precinct.

"Our sustainability initiatives and the GRESB assessment process act as a gap analysis for the Port, enabling us to identify opportunities where we can strengthen our Environmental, Social, Governance targets and actions, and better support its ongoing implementation across the organisation," Mr Livesey said.

"This is a wonderful achievement and recognition of the dedication, collaboration and commitment of the many teams across the Port who have been working to make ESG a core part of our business and our culture in recent years."

Port of Newcastle has committed to undertaking GRESB benchmarking annually. The Port's target-driven ESG Strategy sets out its commitment to Net Zero by 2040.

"We understand the importance of ESG to our customers, shareholders and our staff and are committed to delivering strong ESG outcomes to build a sustainable and resilient Port for the future, one that continues to support local jobs and a prosperous Hunter economy," Mr Carmody said.

## SWS Lawyers supporting Australian Deaf Games 2024

Newcastle law firm, SWS Lawyers is supporting the 2024 Australian Deaf Games, to be held in Newcastle and Lake Macquarie in early January 2024.

The Games will finally take place from 13 to 20 January 2024, having been postponed from April 2022 as a result of the disruption and uncertainty caused by the Covid-19 pandemic and its accompanying lockdowns and travel restrictions.

With those disruptions now in the past, the Games will see athletes from Australia, New Zealand and several Pacific Islands converge on Newcastle and Lake Macquarie to participate in 18 sports, ranging from basketball to touch football to swimming and athletics at a range of venues across the two cities.

There will also be a significant social and cultural program, including the exhibition, Deaf Sport, Deaf Community and Deaf Culture, a collaboration between Deaf Sports Australia, Newcastle Libraries and Deaf Connect currently showing at the Lovett Gallery at Newcastle Library - <https://deafsports.org.au/newcastle-museum/>

The Games are expected to bring thousands of visitors to the region, including competitors, coaches and support staff, officials, and supporters.

SWS Lawyers have been providing 'sponsorship in kind' for the Australian Deaf Games since late 2018.

SWS Lawyers principal, Richard Sutera (who has led a small team of lawyers providing pro bono legal services to the Games organisers) said "We are very pleased to be able to support Deaf Sports Australia to bring the Australian Deaf Games to Newcastle and Lake Macquarie. The firm is very proud to be associated with the Games and Deaf Sports Australia, as it continues working with the deaf and hard of hearing community promoting the health and social benefits of participation in all levels of sport. After having to postpone the Games, it is a testament to the resilience of all parties involved that the Games will be ready to kick off in the new year. We are looking forward to welcoming the athletes and their supporters and showcasing our cities during this exciting event."

Deaf Sports Australia Project Manager, Garry West-Bail said "We are all anticipating a very successful Games. We appreciate the support of the SWS Lawyers, who along with the other Games sponsors, have helped make this happen. SWS assisted us to set up our original agreements with venues and sponsors and provided advice to help us navigate the challenges of the disruption and eventual postponement from 2022."

The opening ceremony for the Games will take place at NEX on Saturday, 13 January and events will run at various venues around Newcastle and Lake Macquarie through until the closing ceremony at Speers Point Park on January 20.



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# Community Radio Listener's Survey, conducted by McNair Yellow Squares - Newcastle - Survey 2023 Wave #1

## University of Newcastle recognises students and industry partners at Employability Excellence Awards

On 8 November University of Newcastle student Viv Jayachandran was awarded Student Entrepreneur of the Year at the University's Employability Excellence Awards for his achievements establishing his software business, Jaegersoft.

Viv was among six students who were recognised for their industry placement achievements at the awards held at the University's Callaghan Campus.

The awards celebrate the achievements of students in their work placements and the invaluable contributions of staff and industry partners in creating meaningful Career-ready placements.

Viv said he was inspired to launch Jaegersoft after undertaking a Career-ready placement.

"As part of my degree I undertook a 12-week placement at The Melt in Warners Bay and it was really the first introduction to what real-world businesses required," Viv said.

"When I was undertaking the placement, I met some start-ups that needed help and saw the opportunity. I then began to grow my network and launched my business.

"The mentorship during the internship was really important in guiding me and developing the skills I needed to launch my own start-up because they got you to work on real-world solutions to problems. It essentially threw me into the deep end and opened the door to the real world."

Viv's business now comprises of a team of mostly alumni or current students from the University and they design and develop innovative software products for businesses in mining and heavy industry, advanced manufacturing and engineering, industries.

Vice-Chancellor, Professor Alex Zelinsky congratulated all the nominees.

"I want to congratulate all the students, staff and industry who were nominated this year. We had almost 170 nominations for the awards, which reflected the effort we have placed on creating the right kind of placements for students," Professor Zelinsky said.

"Every student starting a degree at our University now undertakes a Career-ready placement as part of their degree. These placements ensure graduates get the practical experience that makes them highly competent and employable graduates when they finish their degree."

With 13 organisations inducted into the Hall of Fame at the awards night, Professor Mark Hoffman, Deputy Vice-Chancellor, Academic said the Career-ready placements benefited both industry and students.

"The industry partnerships we have are instrumental in allowing students to gain practical skills, and seamlessly transition from university to the workforce," Professor Hoffman said.

"For industry, the benefits are two-fold - it provides an opportunity for businesses to give back to the community and creates a pipeline where businesses can identify highly

employable graduates and attract them to their organisation, which is particularly beneficial in a tight labour market.

"Our students are also learning using the latest technology, which creates the opportunity for a two-way learning channel that means industry can learn about some of the new technologies available to them, while sharing their own experience with the students."

### Work Integrated Learning Hall of Fame

- NGM Group
- ResTech
- Prince of Wales Hospital (Nuclear Medicine Department)
- Community Corrections Newcastle and Lake Macquarie
- The University of Newcastle Justice Clinic
- Recovery Station
- Clarity Imaging
- Redhead Public School
- 4Tel
- Catholic Schools Broken Bay
- Hunter Community Legal Centre
- Imagecloud
- Boeing Defence Australia

### Student winners:

- Student Employability Achievement Award - Amelia Young - PhD (Law)
- Student Employability Achievement Award - Imogen Reid - Bachelor of Environmental Engineering (Honours)/Bachelor of Science (Earth Science)
- Student Employee of the Year - Hugh Marler - Bachelor of Aerospace Systems Engineering (Honours)
- Student Entrepreneur of the Year - Viv Jayachandran - Bachelor of Software Engineering (Honours)
- Work Integrated Learning Student of the Year – Cameron Lord, Bachelor of Renewable Energy Engineering (Honours)
- Work Integrated Learning Student of the Year – Samuel Clarke, Bachelor of Occupational Therapy (Honours)

### Work Integrated Learning Staff Member of the Year:

- College of Human and Social Futures - Dr Paul Stolk
- College of Engineering, Science and Environment – Associate Professor Karen Blackmore
- College of Health Medicine and Wellbeing – Dr Hayley Croft

### Industry winners

- Employer Excellence in Equity, Diversity and Inclusion Award - Newcastle School
- New Partner in Employability Award - NeuroKind





Representatives from Port Stephens Koala Sanctuary, winners of Gold in the Tourist Attractions category

## Multiple winners for the Hunter at 2023 NSW Tourism Awards

The Hunter was successful again at the NSW Tourism Awards for 2023, taking home multiple categories. The awards were announced at White Bay Cruise Terminal Sydney on 8 November in the presence of over 500 industry representatives gathered to celebrate these outstanding tourism businesses.

The awards are managed by the NSW Tourism Industry Council powered by Business NSW and supported by the NSW Government's tourism and major events agency, Destination NSW.

"The NSW Tourism Awards celebrate those tourism experiences that inspire visitors to #feelnewsouthwales and recognise those businesses who exemplify outstanding tourism experiences," said Paula Martin, Executive Director, NSW Tourism Industry Council.

"These businesses provide leadership in innovation, marketing and in the delivery of quality products and services. They also advance and promote the NSW and Australian tourism industry through consistent customer service and quality experiences.

"A highlight of this year's awards program was the high number of first-time entrants (60), many of whom are new businesses to the sector.

"This level of representation from emerging businesses tells us that innovation is alive and well in tourism and we are proud of the resilience of the sector," Paula Martin said.

Minister for Jobs and Tourism John Graham said it's an exciting time for visitors in NSW, with domestic and international visitor expenditure in NSW surpassing pre-pandemic levels.

"We know our visitors don't just want a selfie in front of the Sydney Opera House, they want to be immersed in the culture of the place and to experience what's happening in and around iconic buildings, secret neighbourhoods, and in our beautiful natural environment.

"Cultural activity is so much of why we love our towns and cities and it's a big part of what attracts visitors and what keeps them coming back.

"Congratulations to all the winners and the whole hard-working sector."

Port Stephens Koala Sanctuary took out Gold in the hotly contested category of Tourist Attractions. Since opening in September 2020, Port Stephens Koala Sanctuary has attracted acclaim for its care, research and education of the marsupials. It provides a unique experience for visitors to view koalas in their natural habitat via the Newcastle Airport SKYwalk and elevated viewing platform. It also features the immersive educational Sanctuary Story Walk, Fat Possum café and deluxe 4-star guest glamping accommodation.

Other local Gold winners included Moonshadow - TQC Cruises in the category of Major Tour & Transport Operators, Balloon

Aloft Australia in Adventure Tourism and Tiona in the category of Caravan & Holiday Parks.

Camplify took home a Silver in the Tourism Retail, Hire and Services category while City of Newcastle also won Silver for Tourism Marketing & Campaigns.

Bronze winners from the Hunter included Margan Wines & Restaurant for Tourism Restaurants & Catering Services, Cedars Mount View for Self Contained Accommodation and Irukandji Shark & Ray Encounters in the Take 3 For The Sea Award For Visitor Litter Prevention category.

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The Hunter Valley's Maitland Administration Centre has taken out the region's top architecture award at the 2024 Newcastle Architecture Awards for its "masterful testament" to harmony, historical continuity and functional excellence.

A collaboration between the Maitland City Council and practices BVN, PTW and EJE designed the centre for the growing local government area, creating an exceptional addition with natural light and public access that also preserves the city's rich built environment history.

In awarding the Newcastle Architectural Medal, the jury noted the graceful simplicity of the form that resonates with the surrounding High Street.

"The Maitland Administration Centre is a masterful testament to the principles of architectural harmony, historical continuity, and functional excellence," the jury said. "It is a beacon of architectural prowess, redefining the city's civic identity. The jury wholeheartedly awards it for its exceptional contribution to the built environment and its respect for Maitland's history and future."

The Newcastle Architecture Awards promote high-level design excellence in the Newcastle and Central Coast communities, and celebrate local excellence.

Twenty-two projects across nine categories were awarded, as well as the named COLORBOND Steel Architecture awards.

SHAC's St Patrick's Primary School Lochinvar won the COLORBOND Award in Steel Architecture and the Educational Architecture Award for its masterplanned design evoking a three-leaf clover. The jury said the award recognised the transformation of the educational institution into a flourishing haven for learning.

"The design philosophy, characterised by its modest yet purposeful structures, demonstrates the art of doing more with less," the jury said.

"A careful clustering of buildings has not only redefined the school's identity but also fostered an environment conducive to innovative teaching and collaborative learning."

In the residential categories, Aru House by Curious Practice and Karen's Place from Studio Dot were both awarded for in the Residential Architecture – Houses (Alterations and Additions) division.

"Aru House is proof of architecture's capacity to elevate human experience, melding quality, craft, and innovation to instill joy, delight, and a profound sense of place," the jury said. "It is with great enthusiasm that we celebrate Aru House as a beacon of architectural excellence and an exemplar of the transformative power of design."

Likewise, Karen's House was lauded as an exceptional and meticulous transformation of a heritage terrace house.

"The reuse of 10,000 salvaged bricks, along with the incorporation of convict bricks with unique markings, tells a compelling narrative of heritage preservation and familial connection," the jury said.

For new houses, the Olive Tree House from Bastian Architecture devised a comfortable family home on a block that is half the average standard size.

"Despite the modest building footprint, the living spaces feel dynamic and generous due to the courtyard arrangement and connections to the broader landscape," the jury said.

"Careful internal planning and inventive details ensure that every square metre is working hard."

The Multiple Housing Award was won by Curious Practice for its Maggie Street urban infill development of four stand-alone sustainable homes. They are all electric, powered by solar, and drawing on water tanks. "These sustainable principles embedded within its fabric will set new standards for this typology," the jury said. "The robust materials consider end-of-life recyclability and reduce maintenance."

Curious Practice also won the Small Project Architecture Award for its 41sqm floating-roofed living pod, Princes Studio. "This freestanding studio is an inspiring example of design excellence being combined with affordable and sustainable construction practices, to create a delightful living experience for a young family."

Award-winners will now progress to the 2024 NSW awards.

#### 2024 Newcastle Architecture Awards winners:

- Newcastle Medal: Maitland Administration Centre – Maitland City Council, BVN, PTW and EJE
- COLORBOND Award in Steel Architecture: Award: St Patrick's Primary School Lochinvar – SHAC; Commendation: Maggie Street – Curious Practice
- Commercial Architecture: Award: Maitland Administration Centre – Maitland City Council, BVN, PTW and EJE
- Educational Architecture: Award: St Patrick's Primary School Lochinvar – SHAC
- Heritage Architecture: Commendations: Nissen Hut – Nimbus Architecture + Heritage Pty Ltd; QT Hotel Newcastle – SJB
- Interior Architecture: Commendation: Olive Tree House – Bastian Architecture
- Public Architecture: Commendation: Singleton Arts and Cultural Centre – BKA Architecture
- Residential Architecture – Houses (Alterations and Additions): Awards: Aru House – Curious Practice; Karen's Place – Studio Dot
- Residential Architecture – Houses (New): Award: Olive Tree House – Bastian Architecture; Commendations: 10/30 House – Matt Thitchener Architect; Karuah River Retreat – SHAC
- Residential Architecture – Multiple Housing: Award: Maggie Street – Curious Practice; Commendation: Dent Street Double – Curious Practice; Huntington – SJB
- Small Project Architecture: Award: Princes Studio – Curious Practice – Award



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## University of Newcastle joins Uniseed venture fund to invest in Australian innovation

The University of Newcastle has signed on as an official partner of Uniseed - Australia's longest running venture fund dedicated to helping university researchers turn their ideas into products and services that deliver impact for our communities.

The University is one of five new institutions to join Uniseed, in a move that doubles the number of partners and expands the potential to support startups, spinouts and commercial technologies developed by Australian researchers.

The University of Technology Sydney, Western Sydney University and Macquarie University have also been announced as new NSW partners in the fund, alongside Monash University.

Uniseed facilitates the commercialisation of its research partners' most promising intellectual property and helps secure targeted investment for products and technologies that arise from that IP.

Since it was established in 2000, Uniseed has funded 66 startups, each born from Australian research and ingenuity. Seventeen of these have achieved commercial deals with international companies.

University of Newcastle Pro Vice-Chancellor of Industry and Engagement Mr Warwick Dawson will join the Uniseed Board of Directors, representing the NSW syndicate.

"Innovation is the bridge that enables the translation of research to economic and social impact. By joining the Uniseed venture fund, the five new university partners are bringing new investment potential to Australian researchers and boosting our ability to deliver impact that matters to our industries and our communities," Mr Dawson said.

The University of Newcastle already boasts a strong record of supporting spinoff companies based on innovations developed by our world-class researchers.

"We've seen home-grown companies like MGA Thermal and Kardinia Energy go from strength to strength, fuelled by the ideas and ingenuity of University of Newcastle researchers," Mr Dawson said.

"The virotherapy firm Viralytics - which was founded by Professor Darren Shaffren and supported by our HMRI and TUNRA teams - was the subject of one of the largest biotech buyouts in Australian history, selling for \$502million (AUD).

"By joining Uniseed, we are creating yet another platform to help our researchers translate new knowledge into commercial technologies that solve market problems and help our communities thrive," Mr Dawson said.

The five new partners join the Universities of Queensland, New South Wales, Melbourne, and Sydney, and the CSIRO as partners, each of whom currently spend over \$1 billion a year on research. The newly expanded set of partners, who all rank within the top 25 Australian universities for research expenditure, collectively spend around \$7.7 billion on research annually, making up ~60% of the total research spend by all research organisations in Australia.

With this expansion, Uniseed will grow from representing<sup>[1]</sup> 43% to 60% of expenditure on research in Australia; from 46% to 57% of annual invention disclosures; from 48% to 62% of patent applications filed; from 50% to 68% of active patent families; from 45% to 77% of new start-ups formed; and from 42% to 53% of active start-ups.

Uniseed's Chief Executive Officer, Dr Peter Devine, said that the expanded partner set demonstrates the important role Uniseed can play in investing in researchers, technologies and businesses that will change the world for the better.

"The existing partners and I are proud to welcome five new universities to the Uniseed partnership - Monash University, the University of Newcastle, UTS, the Western Sydney University and Macquarie University. Each university represented in the partnership is of excellent quality and reputation - each ranked

within the top 25 of Australian universities, and joined by CSIRO, Australia's preeminent scientific institution," Dr Devine said.

"This is a very significant partnership expansion as it considerably expands the reach we can offer in funding new startups and commercialising technologies developed by Australian research institutions. Where previously we had the ability to support 42% of spin outs from research organisations in Australia, our partners will now cover more than half of all commercial research output generated by Australian institutions."

More than 1,000 people have been employed through funding from Uniseed start-ups, either directly or by Uniseed research partners via contract research agreements with our companies. More than \$1.2 billion has been raised by the 66 start-ups supported by Uniseed, reflecting their significance to the Australian economy.

[1] Figures representative of data from 2022 SCOPR® (the Survey of Commercialisation Outcomes from Public Research), which is conducted annually by Knowledge Commercialisation Australasia (KCA), the peak body representing technology transfer professionals and their organisations in Australia and New Zealand. <https://techtransfer.org.au/metrics-data/>

## Application marks pivotal milestone in offshore windfarm

EDF Renewables Australia has submitted an application to the Federal government seeking a Feasibility License for the Newcastle Offshore Wind (NOW) Project within the Hunter Declared Area, marking a significant milestone on the Project's journey.

The NOW Project is expected to create over 4,000 highly skilled jobs during construction and over 250 jobs during operation. The NOW Project will make an enormous contribution to the regional economy through employment, and the sourcing of services and materials from local businesses, which will provide a clear and tangible pathway for the region to adapt to the ongoing and increasing decarbonisation of Australia while ensuring energy security.

In its submission, EDF Renewables detailed a comprehensive project development plan, including a thorough action plan on its commitment to generating employment opportunities, fostering educational and research collaborations with the University of Newcastle, conducting extensive environmental studies over multiple years to ascertain the potential impact of the project on marine life, and outlining its methodology for assessing the effects the project may exert on current maritime and marine users.

The NOW Project was acquired by EDF Renewables from a consortium of Newcastle based renewable energy developers, which had undertaken many years of substantial local community engagement and had a strong understanding of community requirements and expectations. EDF Renewables Australian CEO, Dave Johnson said EDF Renewables Australia has built upon a well-established local connection with the community through prior initiatives, and extended this engagement more broadly across larger stakeholder groups.

"The granting of a feasibility license for the NOW Project will allow EDF Renewables Australia to further work with the community to truly understand the impacts prior to beginning the Project's assessment and approval process. These concerns can then be designed and addressed throughout the development process."

Mr Johnson went on to say that EDF Renewables, as an experienced global offshore wind developer and operator, is deeply committed to open and transparent consultation.

"We want to hear what all of the community really thinks," stated Mr Johnson. "Our commitment to regular and transparent community consultation is critical to the engagement for any project, and even more so for a regionally significant transformation project such as NOW."



Mr Johnson said there are some concerns in the community but wanted to reassure residents that EDF Renewables Australia do more than just listen to communities, they act upon the genuine concerns.

“During the development of other projects across our portfolio, EDF Renewables Australia has amended its project scope to accommodate community concerns prior to commencing development approval processes; it’s important we receive a range of feedback from different stakeholders, so the project can proceed with these concerns addressed.”

Mr Johnson concluded that the EDF Renewables Australia team were very keen on the NOW project as the broad regional and local benefits that such a project would bring would be transformative and long lasting, in a region that is already on the decarbonisation conveyor belt.

## \$9.3 million awarded to Newcastle health research projects

Using facial recognition to transform genetic diagnosis of children with intellectual disability and a community-led breastfeeding support program for Indigenous families are among five Hunter research projects awarded more than \$9.3 million in Australian government health and medical funding.

Two projects led by University of Newcastle and Hunter Medical Research Institute researchers received \$1.7 million in total through the Medical Research Future Fund (MRFF) Indigenous Health Research scheme; while a further three projects were awarded \$7.6 million in total through the MRFF Genomics Health Futures Mission.

The MRFF is a \$20 billion long-term investment supporting Australian health and medical research. It aims to transform health and medical research and innovation to improve lives, build the economy and contribute to health system sustainability.

University of Newcastle Deputy Vice-Chancellor (Research and Innovation) Professor Zee Upton said the success of the five projects in securing MRRF funding was testament to the strength of the research capacity incubating in the Hunter.

“We are very proud of and congratulate our successful researchers who are leading important projects that hold the promise of improving the health and wellbeing of our communities within our regions.

“It is thanks to their foresight to test new ideas or develop new technologies that we may later witness improvements in health diagnoses, changes to health behaviour and better treatments, which in turn will lead to healthier populations,” Professor Upton said.

### MRFF Indigenous Health Research Fund grant recipients:

- Professor Kirsty Pringle \$726,149 - The Gomeri Gaaynggal Breastfeeding Study: A Community-Led Program to Enhance Breastfeeding Support for Aboriginal and Torres Strait Islander Families.
- Associate Professor Michelle Kennedy \$999,186 - Koori Quit Pack - Mailout smoking cessation support for Aboriginal and Torres Strait Islander people who smoke.

### 2022 MRFF Genomics Health Futures Mission grant recipients:

- Professor Rodney Scott \$2,705,260 - DPYD and UGT1A1 genotyping for fluoropyrimidine and irinotecan dose personalisation to reduce severe toxicity.
- Professor Murray Cairns \$2,619,700 - Using polygenic scores to guide the treatment and prophylaxis of hypertension.
- Associate Professor Tracy Dudding-Byth \$2,295,611 - Facematch: Harnessing frontier technologies in facial recognition to transform genetic diagnosis of children with moderate to severe intellectual disability.





**MORAY & AGNEW LAWYERS**

Moray & Agnew Lawyers welcomes Senior Associate **Morgan Cherry** to their specialist Property & Development team. He brings a wealth of expertise and experience, spanning all aspects of property law including sales and acquisitions, leasing, water rights, subdivisions, easements and commercial, residential and industrial developments. Prior to Moray & Agnew, Morgan gained extensive experience from a range of roles, including a clerkship in Jakarta at one of Indonesia's leading corporate and commercial law firms.



**BAKER LOVE**

Joining Baker Love's litigation team is **Shay Riley-Lewis**, who is also a qualified environmental scientist and planner. Shay has worked for international law and consulting firms, including PB and Dentons, and also ran her own planning practice for 11 years. Her experience covers property, planning, environment and commercial law. She cites Baker Love's professionalism, well-established presence in Newcastle and strong marketing outcomes as some of her reasons for joining the firm.



**NEWCASTLE AIRPORT**

Newcastle Airport has welcomed **Tracey Groves** as their new Executive General Manager Property. Tracey is a global commercial and property executive who has delivered strategic developments across multinational energy companies and airports. Her deep customer understanding and transformational leadership will accelerate the Astra Aerolab development to unleash its full potential.



**BAKER LOVE**

New Baker Love recruit **Tanya Chapman** boasts an international background having undertaken her masters degree in international, economic and business law at Kyushu University in Japan after completing a double degree in arts and law with honours at Canberra University. Tanya has a wealth of experience in wills and estates, deceased estates, estate litigation and elder law. She is a member of the Hunter Central Coast Elder Abuse Collaborate and Senior and Aged Care Living Transition (SALT).



**BAKER LOVE**

**Naomi Rizzoli**, an experienced personal injury, family law and wills and estates solicitor is a new addition to Baker Love. Naomi, who graduated from Macquarie University in 2019 with a Bachelor of Laws Majoring in Criminology, will work within the Baker Love family law team.

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## The difference between equity and equality

**Kym Reilly**  
*PKF Sydney and Newcastle*

Quite often, the terms 'equity' and 'equality' are used interchangeably, however there are subtle yet important differences that are useful to understand as we – as individuals and as organisations – seek to attract and retain talented people, and advance as employers of choice.

The Cambridge Dictionary defines equity as 'the situation in which everyone is treated fairly according to their needs and no group of people is given special treatment'.

Equity recognises that each employee has unique needs and challenges and seeks to provide them with the necessary support to succeed. This means providing employees with the resources they need to perform their jobs effectively, as well as creating policies and practices that recognise and accommodate the diverse needs of the workforce. For example, a company that provides flexible work arrangements or childcare assistance acknowledges the fact that some employees may have caregiving responsibilities outside of work and may need support to balance work and personal life.

On the other hand, the Cambridge Dictionary defines 'equality' as 'the right for different groups of people to have a similar social position and receive the same treatment'.

In the workplace, equality involves treating everyone the same and providing them with the same opportunities and resources regardless of their individual circumstances. This approach can be problematic because it does not take into account the unique challenges and needs of each individual employee. For example, if a company provides the same benefits package to all employees, regardless of whether they have dependents or not, employees with dependents may not be able to make full use of the benefits. This can lead to feelings of frustration and inequality.

International Women's Day provides us all the opportunity to pause and reflect on how we might improve our engagement with our people to gain a deeper understanding of their needs at work. This understanding will provide a strong foundation for designing the strategies and support structures required to foster an equitable and vibrant corporate culture, helping us to grow as individuals, businesses and communities.

**To find out more information please contact Kym via [kreilly@pkf.com.au](mailto:kreilly@pkf.com.au) or call (02) 4962 2688**



With over 15 years of professional experience, **Kym Reilly** plays a multifaceted role at PKF, encompassing external audit, internal audit and independent risk and compliance reviews for a diverse range of entities and industries. Kym currently holds the Chair role of the PKF National Gender Equity Network and is a senior leader and influencer with respect to the direction of PKF's Diversity & Inclusion Counsel, and widely called upon by the profession with respect to these matters.

## Gen Collective celebrates 15 years

Gen Collective celebrated its 15th birthday at a special event on 30 November at Moa & Co in Carrington.

Gen Collective, formerly genXwomen network, was established on May 1 2008 by Melanie Hamilton (Director of local accounting firm, Hamilton Taggart Business Advisors). The first event on 1 May 2008 was attended by over 80 people.

Gen X Women became Gen Collective in 2016. The rebranding came at a time where the organisation was developing its supporter base and wanted to encourage people of all ages and professions to join.

Gen Collective provides access to a diverse range of professional development opportunities through an annual series of speaker events, workshops and social events.

## HMRI CEO recognised in 2023 Brilliant Women in Digital Health Awards

Director and CEO Hunter Medical Research Institute Professor Frances Kay-Lambkin took out the Judges Choice Award at the 2023 Brilliant Women in Digital Health Awards.

The Awards celebrated the outstanding achievements of nine exceptional women who have achieved excellence in contributions to digital health in the health and aged care sectors.

Award recipients have delivered digital innovations in aged care nutrition, health literacy, mental health and substance use, telehealth, virtual care, machine learning for medical imaging, eye care and more.

Telstra Health Managing Director, Elizabeth Koff AM, congratulated the award recipients, saying the awards highlight the breadth and depth of rewarding careers in digital health for women, who are traditionally under-represented in science, technology, engineering and mathematics workforces.

"For gender equity to be achieved we require equity in all areas of endeavour, from our sporting fields to our frontline workers in healthcare, education and emergency services, all the way to our executive leadership teams and boardrooms.

"It brings us pleasure also that our awards alumni continues to grow, enabling connections within and throughout our industry, bringing a network together of like-minded individuals striving for brilliance to improve health outcomes, healthcare systems and clinician experiences," Elizabeth said.

*Professor Frances Kay-Lambkin*



# Women in Business

## Charlotte Thaarup

Charlotte Thaarup is the director/owner of The Mindfulness Clinic, which was established ten years ago.

To start with, Charlotte offered free mindfulness sessions, to spread the word. Now she offers Mindful Leadership all over Australia and around the world, and it is part of the Executive MBA both at Newcastle University here and in Singapore.

Charlotte started in fashion and modelling. She then did a Bachelor in Adult Learning, Arts Therapy, Mediation and Conflict Resolution. Charlotte was on a quest to find out what was the best, and most useful for clients and that meant something wiser than Western paradigms. Once she found mindfulness Charlotte dived right into it, including studying with a Zen Master.

When starting out, one of the challenges was that no one knew what Mindfulness was. She says research was the key to where we are at now.

In terms of evolution of her industry, Charlotte would like Mindful Leadership to be adopted by politicians in Australia as the standard of behaviour. She would love a role of providing support for a politician to ensure integrity.

Discussing what she likes most about her job Charlotte says "I love that neuroscience supports the ancient practice of mindfulness, the ongoing research it offers and therefore ongoing learning."

In advising others, Charlotte says to find your contribution area, then commit to learning and questioning assumptions and so called 'truths'.



## Louise Lennox

Louise Lennox is Director of Dynamize Chartered Accountants.

The business commenced in March 2017 and initially worked from her lounge room. As the business grew, Louise moved from home into serviced offices. She went from there into her own office and has just recently moved into larger premises with a team of nine.

Before setting up her business, Louise started studying as a young mum whilst working two jobs. She went to UWS to complete a Bachelor of Business (Accounting) with a Commercial Law Sub-Major. After switching from corporate accounting to Public Practice she studied for a further 2 years to become a Chartered Accountant.

Louise says that working in small business gave her more understanding on what her clients were going through when she sat across from them in the accounting board room.

In terms of challenges, Louise says she had to juggle the work/home balance before it was a catch phrase. She would often be studying with the kids doing their homework or eating dinner at the kitchen table.

In the business, challenges included managing the growth, knowing when it was time to add a new team member or when she had outgrown one office and needing to move onto the next, knowing that the move would be disruptive both on a productive and financial level. Louise says her Practice Manager Leah is amazing – "she grabs everything I throw at her head-on and gets it done!!"

When discussing the evolution of her industry, Louise says that whilst automations and cloud-based software help accountants get information quickly they need to make sure we keep personal contact with clients. Accountants need to collaborate with small business owners to stay relevant, especially in these times of high inflation and interest rates rising.

Louise says the best part of her business is that she loves helping and watching small businesses grow. She also loves having a great team around her, knowing they have her back as she has theirs.

In terms of advice for others setting out on a similar career path, Louise says "Make sure you have a great team surrounding you – both inside your firm and external advisors. Before you start, work out your own values– choose clients with the same values – don't take anything (or anyone) less."



# Women in Business

## Lauren Eyles

Lauren Eyles is President of Business Hunter and has held executive leadership roles in the tourism, ports and logistics and utilities sectors.

Business Hunter is the voice of business in the Hunter. It works collaboratively with business, the community and government to ensure continued investment in our region and hosts networking events so businesses can build lasting connections.

Lauren is also currently Executive Manager Communication at Reflections Holiday Parks, leading media, government and stakeholder relations across New South Wales.

Reflections is the largest holiday park group in New South Wales, welcoming 2 million visitors and generating more than \$72 million in revenue each year. It operates 40 tourism properties, reinvesting profit into Crown Land nature reserves for the enjoyment of local communities.

Lauren has worked across many sectors, gaining invaluable experience in strategy and leading people through change. She has worked on large transformation projects, including the privatisation of the Port of Newcastle and transition to commercial ownership, the introduction of water restrictions during drought and the post-pandemic growth of domestic tourism.

Lauren says that starting in a new industry can feel like a new world, but investing in learning, through the AICD Company Directors Course, a Master of Business Administration, and qualifications in project management and change management has enabled her to easily navigate this.

She has also trained and worked as a Coach, which has shaped her leadership style and enabled her to help people grow, which is one of her passions.

Lauren said she is excited about the opportunities that the region is building for future generations, like the growing renewable energy and technology sectors - we're able to do this because of the strength of existing sectors like resources, manufacturing and health.

She also says that the Hunter and the tourism sector share a great spirit of collaboration, which creates a huge competitive advantage. Collaboration also leads to great outcomes for communities, from mentoring programs, to cultural tourism partnerships, to new business ventures.

For those setting out on a similar path, Lauren advises to identify your personal values and let them be your compass, continue to invest in your personal and professional growth, and be open to new opportunities.



## Jacqui Daley

Jacqui Daley is Founder and MD of The Measured Marketer (TMM), specialising in strategic marketing for B2B businesses in Manufacturing, Energy, and Defence. As Chair of the Hunter Manufacturing Awards and involved in various Hunter-based organisations like HunterNet, Jacqui is dedicated to promoting the region. TMM are responsible for marketing the Hunter Defence Conference and the Hunter New Energy Symposium.

Jacqui grew up in the area and studied a B.Arts (Communications) degree at the University of Newcastle while working full-time at her dad's civil engineering business. This learning-by-doing experience provided insights into all kinds of business operations, from administration to accounts and even achieving ISO certification within an industrial setting. An early career highlight was during Jacqui's time in property marketing in London from 2003 to 2010 where she embraced, and once again, learnt on-the-job the very emerging world of digital marketing and its delightful and demonstrable ROI. Working in marketing at the University of Newcastle was another pivotal moment, allowing Jacqui to build a robust local network and engage in vital projects promoting research, translating complex and technical solutions for a broader audience.

As an industry marketing is constantly evolving. It doesn't stop! Jacqui recently read an article titled "The CMO Of 2024" and responsibilities will span from Strategy to AI Technology, Analysis and Decision Making, to Custom Behaviour Trends, Creativity, Design, and Influence.

Jacqui wants to see marketing professionals in the C-Suite and on the Board of every organisation, acknowledging the value and input that clever marketing can bring to driving organisational success.

Jacqui says as a region, we're in a period of significant transformation.

"I truly believe (and love) that marketing and communications will play a significant role in setting up the organisations of today, to be the solution providers of tomorrow.

"Whether that's through driving a diversification strategy, reshaping messaging to align with a new market, promoting products and services, and it goes on and on.

"So often, I will visit a prospective client and they will say 'we're the world's best at doing x,y or z... but we're also the world's best kept secret'...I don't want that to be the case for amazing Hunter businesses moving forward."



# Women in Business

## Kyah Simon and North join forces for women in construction

North Construction & Building is an inaugural Foundation and Official Executive Partner of the Central Coast Mariners A-League Women's team and Official Partner of the Central Coast Mariners Academy this season.

This year, the North-Mariners affiliation goes beyond the traditional team sponsor relationship. The partnership now includes a separate community component that incorporates player participation in North's workforce development efforts, specifically around promoting careers for women in the construction industry in Regional NSW.

Kyah Simon, who signed with the Mariners this season, will be North's women in construction Workforce Development Ambassador, an opportunity made possible by the NSW Government Women in Construction Industry Innovation Program (IIP) Grant.

"North has been a longtime supporter of the Mariners whilst also, as a business, been very involved in promoting women in construction," expressed Matthew Cook, North Managing Director.

"Combining these two efforts in this unique opportunity is very exciting.

"There are great synergies with this collaboration given female professional athletes have had to overcome many of the same biases and challenges that exist in the construction industry. Kyah's involvement in our women in construction program means the many amazing career opportunities for women in our sector

will reach a much broader audience and have a deeper impact given her own personal journey and professional success."

The NSW Government Women in Construction Industry Innovation Grant was established to support industry initiatives that encourage female participation and retention in the construction industry throughout the whole supply chain. North was awarded the grant earlier this year and looks forward to Kyah's involvement in the many activities planned to promote women in construction throughout Regional NSW.

As part of the grant, North will recruit a workforce development coordinator to assist in the roll out a robust workforce development plan that not only incorporates the many programs North already offers such as mentoring, workplace experience, student site immersion, and teacher workshops, but they will also kick off new initiatives such as regional school visits, regional career expo participation, parent-focused events, mature female engagement outreach and multiple regional road shows.

Cook concluded, "With this exclusive partnership with Kyah, we can take our women in construction initiatives to the next level, reaching a much bigger and broader audience, to further support female engagement with the construction industry."



Kyah Simon

## All-women law practice gaining national recognition

The Family Law Co. is a boutique practice offering family law, criminal law, family provision (estate claims), and ancillary services including conveyancing and estate planning.

It has a team of talented female lawyers, led by Principal Solicitor Carla Giles.

The Family Law Co. is making strides in the legal field, challenging traditional norms and striving for higher standards. Recently, the team received nominations across several prestigious awards:

- Australian Women's Small Business Champion Award finalist
- Multiple nominations in the Lawyers Weekly Australian Law Awards
- Recognition in various categories at the Lawyers Weekly Australian Women's Law Awards

These nominations, totalling nine

across different segments, emphasise the firm's focus on providing quality legal services and supporting families. Carla Giles is now leading the launch of Let's Talk Mediations, an initiative aimed at empowering families and promoting peaceful conflict resolution.

The Family Law Co. stands as a firm acknowledging and addressing challenges experienced by female lawyers, portraying a commitment to progress and empowerment within the legal landscape.

The Family Law Co Principal Solicitor Carla Giles



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# Women in Business

## Football star named Women in Trades Apprentice of the Year

Former HVTC apprentice turned professional NRLW player, Rachael Pearson, has been named the Women in Trades Apprentice of the Year in the Apprentice Employment Network (NSW & ACT) Group Training Awards.

Rachael received her award at a special presentation on 23 October after she was unable to attend the official award ceremony in Sydney on Friday 13 October. The Awards celebrate the best of the best among the 6,000 apprentices and trainees currently employed in the state's group training network.

In 2020, Rachael commenced an Engineering Mechanical Apprenticeship with HVTC and hosted to South32, working at the Appin underground mine.

From day one Rachael excelled in her trade, winning the AJS (Stan) Gilroy Memorial prize in her first year for first place in Stage 1 Fitting and Machining at Wollongong TAFE. She was also named HVTC's Apprentice of the Month in 2022, was a finalist for the 2022 Women in Mining Excellence Awards and successfully achieved her Certificate III Engineering Mechanical trade qualification this year through competency-based completion.

Beyond the mine site, Rachael has also seen huge success on the footy field. In 2022 she debuted with the St George Dragons NRLW team, juggling training and game commitments with her apprenticeship role and studies. In the same year she was selected in the NSW Women's State of Origin team.

Rachael's success both on and off the field led to her becoming an NRL VET Ambassador and NSW Mining Ambassador, speaking to aspiring NRL players and tradespeople at various events about the benefits of vocational education and training (VET) pathways and careers in mining.

"As an ambassador, I have encouraged other people to enter the apprenticeship pathway. It is very important for elite sports people to have a career to pursue once their sporting career is complete," she said.

"I have also strived to be a positive role model for women in trades and demonstrate you can achieve your goals if you are dedicated and committed, and passionate about your chosen career path."



Rachael (centre) is pictured with Jason Quirk from South32 and HVTC Workforce Solutions Specialist Karen Eveleigh.

The halfback currently co-captains the NRLW Parramatta Eels in a three-year deal with the Club and is grateful to have a trade to return to post-football.

"The VET pathway is in many ways better than a university qualification as you are earning a weekly wage whilst gaining a nationally recognised qualification. I will always have my trade, and this will ensure I am always employable and can continue to take on further study and upgrade my qualifications."

Rachael was one of six HVTC finalists in the running for an award this year. HVTC Group CEO Sharon Smith congratulated Rachael on a well-deserved win.

"While Rachael was sadly unable to attend the award ceremony, HVTC Workforce Solutions Specialist (WSS) Karen was honoured to accept the award on her behalf," Ms Smith said.

"Karen was Rachael's mentor for the duration of her apprenticeship, so if anyone knows how hard Rachael has worked the last three and a half years, it's Karen!

"Every week Rachael juggled several commitments, getting up at the crack of dawn to travel to work, attending training sessions in the afternoon and playing matches all the while keeping on track with her studies.

"She demonstrated an unwavering commitment to both her apprenticeship and NRLW careers, proving that you can achieve anything you set out to as long as you are passionate and dedicated. Well done Rachael – you have a bright future ahead of you."

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## HVO improves its proposal to continue mining in response to EIS submissions

Hunter Valley Operations (HVO) has used the feedback from submissions on its Environmental Impact Statement (EIS) to improve its proposal to continue mining until 2050.

The amended proposal and additional information are outlined in a Submissions Report and Project Amendment Report that HVO has submitted to the NSW Department of Planning and Environment.

HVO general manager Dave Foster said the amendments further reduce impacts.

A total of 1,060 submissions were made on the EIS following its public exhibition in February this year. More than 90 per cent of submissions were supportive of the proposal.

"The overwhelming support for the proposal highlights the many benefits it offers to local people, businesses and the economy," Mr Foster said.

"We want to thank the government agencies and authorities, councils, organisations and community members who took the time to make a submission," he said.

"We've listened and refined the proposal based on that feedback."

Mr Foster said proposal changes include altering the route of the Lemington Road realignment and bringing forward the construction of a low permeability groundwater barrier wall to improve water management. HVO undertook 12 new technical studies, assessments and reviews to provide more information about its proposal and assess the impacts and benefits of its amendments.

He said the new data analysis and proposal amendments will result in:

- almost no direct impacts on the environmentally significant Warkworth Sands Woodland (the proposal will now impact 0.3 ha rather than 5.2 ha)
- reduced impacts on Aboriginal cultural heritage sites including no impacts to culturally modified trees, on top of the avoidance of the Aboriginal culturally sensitive area known as CM-CD1
- a 16% reduction in Scope 1 and Scope 2 greenhouse gas emissions.

Mr Foster said continuing mining at HVO will deliver a benefit of more than \$4 billion in net present value terms.

"Continued mining will support around 1,500 ongoing jobs and enable ongoing support to local businesses, community projects and charities and essential community services such as roads, hospitals and schools through mining royalties and taxes. In 2022 HVO's direct economic contribution was almost \$1.5 billion, which included spending \$744 million with 750 businesses.

"Our continuation plans are in line with the NSW Government's Strategic Statement on Coal Exploration and Mining in NSW and Hunter Regional Plan 2041, which recognise that coal production continues to be important to NSW and its regional communities as we transition to a low carbon economy."

"This is not a new mine. Our proposal delivers in-demand, high quality, coal with relatively little additional disturbance to remnant vegetation or other impacts compared to other projects of a similar scale. This coal will contribute to the energy security of some of Australia's important trading partners during their transition to a low carbon economy."

Since the EIS was prepared and exhibited, HVO has become subject to new emissions reduction requirements under the national Safeguard Mechanism reforms. In response to government agency submissions and advice, HVO completed additional analysis of its greenhouse gas emissions data to account for the Safeguard Mechanism reforms, additional site drilling to collect further gas content and composition



HVO General Manager Dave Foster

information and new Australian Government electricity grid decarbonisation forecasts.

Mr Foster said HVO continues to regularly review new technologies and abatement measures to further reduce emissions and will undertake a gas pre-drainage trial if the proposal is approved.

HVO is proposing to continue mining at HVO South from 2030 until 2045 and HVO North from 2025 until 2050. The proposal does not increase already approved production rates.

The NSW and Australian governments will assess the proposal.

## Record intake for Ampcontrol apprentice program

Ampcontrol has significantly increased its apprentice intake, employing a record number of apprentices, with 55 new employees set to challenge the future to help make global net zero a reality.

Ampcontrol offers multiple career pathways across its Australian operations, including its Apprentice and Graduate Program, encouraging students to pursue careers in the Science, Technology, Engineering, and Mathematics (STEM) industry.

Mikhaila Halford, Ampcontrol Workforce Solutions Manager said "At Ampcontrol, we're dedicated to developing pathways for people to enter the workforce, especially in STEM. We are excited to be welcoming 55 new apprentices into our business and supporting these individuals in an environment that fosters ongoing learning and development, training, and progression. In 2024, we will also expand our established career pathway programs to include cadetships and school-based apprenticeships. The variety of avenues provides opportunities for undergraduates and high school students to gain the skills and experience to support a successful STEM career."

Of the 55 new apprentices starting in 2024, 38 are starting in NSW, 9 in Queensland and 8 in WA. The types of apprentices employed are electrical, fabrication, mechanical fitting and machining.

Ampcontrol provides students with firsthand experience in solving complex problems. Through the Ampcontrol Apprentice Program and Graduate Program, students experience multiple aspects of the business and can be part of projects that showcase innovation and develop problem-solving skills early on in their careers.

Ampcontrol Graduate Engineer Alex Stamenkovski, said "I've been involved in stand-alone power systems integrated with hydrogen technology and large-scale renewable projects. At Ampcontrol, we work at the forefront of the electrification of Australian mining, which will only grow as mines move away from diesel. The Graduate Program has provided me with valuable opportunities to apply my skills in renewable energy in a rewarding and meaningful way."

The success of Ampcontrol Career Pathways was recognised at



the University of Newcastle Employability Awards with ResTech, a collaboration between Ampcontrol and the University of Newcastle, inducted into the Work Integrated Hall of Fame. As part of an ongoing commitment to develop future innovators and creators, Ampcontrol engages undergraduate engineers to work on research projects in the Living Lab on-site at ResTech, allowing students to be mentored by established R&D professionals.

Ampcontrol has also unveiled its new company vision to lead the global energy revolution. Leigh Stefanzyn, Executive General Manager- People and Engagement, acknowledges the need for more tradespeople to be trained to respond to industry needs for Australia to head into a clean energy environment.

"It is estimated over the next seven years, we will be upwards of 44,000 tradespeople short to help us on the clean energy path that we're currently on. Coming into Ampcontrol Career Pathway Programs now is vitally important to prepare those skills for the next five to seven years and beyond," said Ms Stefanzyn.

## EDF Renewables and Malabar Resources to develop solar farm/battery storage system

EDF Renewables and Malabar Resources' Edderton Solar Farm and Battery Energy Storage System (BESS) will be constructed on land adjacent to Malabar Resources' Maxwell Underground Mine south of Muswellbrook.

The joint venture couples Malabar Resources' unique location near existing electricity infrastructure with EDF Renewables'

global experience and expertise in the power generation sector.

The project will also benefit from Malabar's long-term engagement with local communities and stakeholders and experience in developing major projects in the Upper Hunter Valley.

The collaboration highlights the companies' shared commitment to creating a sustainable future for Australia while ensuring the local community benefits from the initiative through a more reliable, cheaper and cleaner energy supply.

"This joint venture will be a significant milestone in the development of the Hunter-Central Coast REZ, and we look forward to working closely with EDF Renewables and the local community," said Wayne Seabrook, Chairman of Malabar Resources.

The Edderton Solar Farm and BESS follow formal agreements signed in 2020 and 2021 by Malabar Resources and EDF Renewables to support the development of significant solar power and energy storage projects in the region.

The Edderton Solar Farm will have a capacity of around 350MW and will sit on approximately 1000 hectares across three 'islands' in a designated zone on Malabar's site, with a provision for a large-scale battery storage facility.

"The solar farm will significantly contribute to the region's energy mix, providing clean and reliable energy to 130,000 homes while reducing greenhouse gas emissions," said Dave Johnson, CEO of EDF Renewables Australia.

EDF Renewables and Malabar Resources are currently consulting with the local community as part of the development of a scoping report for the Edderton Solar Farm and BESS, which will be submitted to the NSW Department of Planning and Environment in early 2024 to commence the planning process.

A community drop-in session was held in November 2023 and another will be held in February 2024, to ensure stakeholders are provided with adequate time to learn more about the project while avoiding the busy holiday period.

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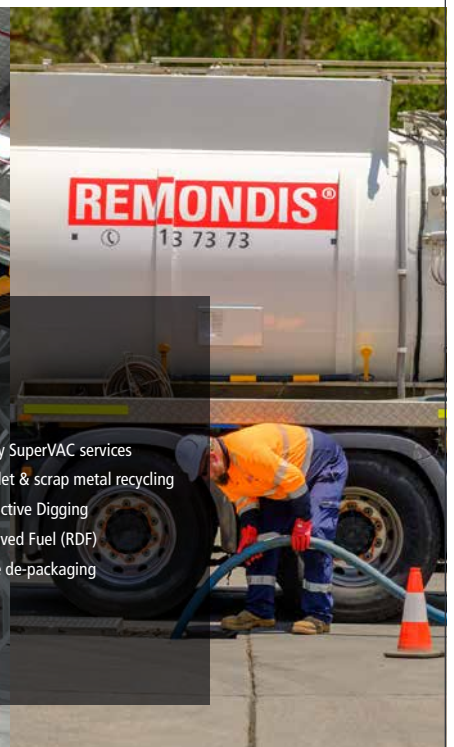
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- Food waste de-packaging



## Glencore supporting Broke Fordwich tourism

Broke Fordwich Wine and Tourism Association is pleased to announce a \$10,000 boost to tourism efforts to showcase the region's vibrant wineries, rich cultural heritage, stunning natural beauty, and unique experiences.

The funding, made possible through a partnership with Glencore's Bulga Coal mine, will support marketing resources to attract more visitors to the region ahead of the bicentenary of the Broke and Bulga villages next year.

Karin Adcock, President of the Broke Fordwich Wine and Tourism Association, said it is exciting to see business and community coming together to support the region.

"Broke Fordwich Wine and Tourism Association has a long-standing history of working with Bulga Coal on initiatives and projects that benefit the local area," Karin said.

"Many local families either work in the mines or in the vines so it's important to have a cohesive community where the two can coexist."

"Bulga's \$10,000 donation will enhance our marketing efforts and help us to showcase the very best our region has to offer."

Ralph Northey, Environment and Community Manager at Bulga Coal, said the partnership demonstrates a shared dedication to bolster local businesses, create more jobs and support the long-term future of the region.

"Many local businesses in Broke and Bulga rely on having a healthy tourism industry with strong visitation," Ralph said.

"Bulga Coal has been part of the community for over forty years, and we believe that by investing in local tourism we can positively contribute to the prosperity and growth of our community."

## National Skills Agreement supporting NSW journey to Net Zero

Following the signing of the National Skills Agreement the NSW Government is continuing to bolster its commitment to reskill NSW and transform the economy to Net Zero with TAFE NSW launching 8 new microskills related to renewables.

The 5-year National Skills Agreement (NSA) will deliver a Commonwealth investment of up to \$3.8 billion into the skills and training sector in New South Wales, supporting the NSW Government's commitment to rebuild TAFE and training in NSW.

In September, the NSW Government released its strategy to secure the reliable supply of clean and affordable renewable energy for New South Wales. With the National Skills Agreement now in place, New South Wales now has the funding security to boost skills training in the renewable energy and technology sector.

NSW TAFE have announced 8 new microskills. These are short self-directed online courses aimed at developing a specific skill. The courses to be rolled out over the next 6 months include:

- Emergency responder electric vehicle incident and emergency response
- Introduction to fuel-cell electric vehicles
- Contextualised fuel-cell electric vehicle
- Hydrogen energy fundamentals
- Electric vehicle charging station baseline knowledge
- Refuelling fuel-cell electric vehicles
- Prepare to work in the renewable energy sector
- Introduction to wind farms.

These courses will ensure, as more consumers purchase electric vehicles and the electric bus fleet expands, existing workers in the automotive industry will be equipped with the required skills in maintenance, repair and charging of these vehicles.

These courses will also ensure emergency responders such as

police, paramedics, fire and rescue workers can be trained to manage the unique challenges of electric vehicle accidents.

Chris Minns, Premier of New South Wales said:

"The National Skills Agreement will pave the way in supporting the people of New South Wales to gain the skills they require for emerging industries.

"These courses are an example of where funding from the National Skills Agreement can be utilised to ensure TAFE NSW accelerates skills training in renewable energy through collaboration with industry and government."

Penny Sharpe, Minister for Energy said:

"The Renewable Energy Roadmap is essential to transitioning our electricity system, and without the workers we cannot achieve it.

"This is a terrific first step in creating pathways to jobs in renewables and an essential step to decarbonising the economy."

Steve Whan, Minister for Skills, TAFE and Tertiary Education said:

"The National Skills Agreement means vital funding is secured to accelerate skills training in New South Wales, keeping TAFE NSW at the forefront of the sector. These 8 new microskills are just the first step.

"I'm particularly excited about how these microskills will benefit our regional areas, school leavers and existing tradespeople by introducing them to skills and opportunities in wind and solar power generation particularly those within Renewable Energy Zones."

## Ampcontrol launches mine safety products

Ampcontrol showcased two new cutting-edge technology products designed for use in hard rock mines, including a conveyor safety system and an integrated protection relay at the recent 2023 Mine Safety Electrical Safety Conference Western Australia (MESCA WA).

The MESCA WA Conference brings together government departments, consultants, suppliers, and key industry decision-makers within the electrical field to hear technical presentations on all matters relating to electrical safety within the mining industry.

Recognising the growing need to support the hard rock mining industry in Western Australia, Ampcontrol has increased its presence within the state with the relocation to larger scale manufacturing facilities, significant workforce growth to service customer demand and a recently opened dedicated cables workshop.

"Our customers trust Ampcontrol because of our proven track record and high-quality custom electrical solutions. We have the brightest minds and advanced manufacturing capabilities to create smarter solutions that enhance electrical safety and usability in hard rock mining and hazardous environments," says Rod Henderson, Ampcontrol Managing Director & CEO.

The new IPM3 integrated protection relay and Conveyor Safety System are designed to the requirements of hard rock mining they will improve safety, enhance usability and provide increased functionality.

The IPM3 is a multifunction, multi-voltage, integrated protection relay designed for underground hard rock mining. It provides all standard outlet protection functions, as well as selectable pump and fan operating modes, reducing the number of spares stored on site and allowing for a standard starter design. It also eliminates the need for paper record keeping with the automated Ampcontrol Outlet Test System and cloud storage solution.

The Conveyor Safety System is designed to safely stop and isolate the conveyor with SIL3 lanyard and E-stop and SIL2 safe stop and remote isolation capability. With intelligent trip activation, plug and play system components and mobile near field communication system integration with mobile devices, this solution is the next generation in conveyor safety.

## New collaboration to fast track skills in training in Renewable Energy Zones

People living in Renewable Energy Zones (REZs) will learn how to kick-start a clean energy career with a new microskill course designed to boost the local workforce.

A collaboration between the Energy Corporation of NSW (EnergyCo) and TAFE NSW will deliver the 'Prepare to work in the renewable energy sector' online microskill course that is expected to open in early 2024.

EnergyCo Executive Director, Planning and Communities Mike Young said EnergyCo will work closely with school students and First Nations groups in the REZs to initially provide up to 500 free passes to the course.

"We've heard directly from locals, including First Nations communities, that a key barrier to finding work in the renewable energy industry is a lack of awareness of the types of jobs in demand and the skills required," Mr Young said.

"This is an important first step in breaking down that barrier, and ensuring the REZs leave a lasting legacy of prosperity for regional communities."

TAFE NSW Chief Delivery Officer Janet Schorer said the course is targeted towards anyone seeking an introduction to the renewable energy sector.

"Microskills are short, self-directed online courses aimed at developing a specific skill," Ms Schorer said.

"Participants will gain an insight into careers available in renewable energy, an overview of REZs in NSW, and knowledge of large-scale renewable energy generation. The course will be a



great launchpad for existing tradespeople, final-year apprentices, school leavers, and those looking to switch careers."

REZs and the NSW Electricity Infrastructure Roadmap (Roadmap) will inject \$32 billion of private investment into regional NSW while supporting thousands of jobs.

The initiative builds on EnergyCo's plan to secure the education and training benefits of the Roadmap for communities and workers in the REZs with an initial focus on the Central-West Orana REZ.

It complements EnergyCo's Community and Employment Benefit Program, which will deliver hundreds of millions of dollars of funding statewide over the next 30 years.

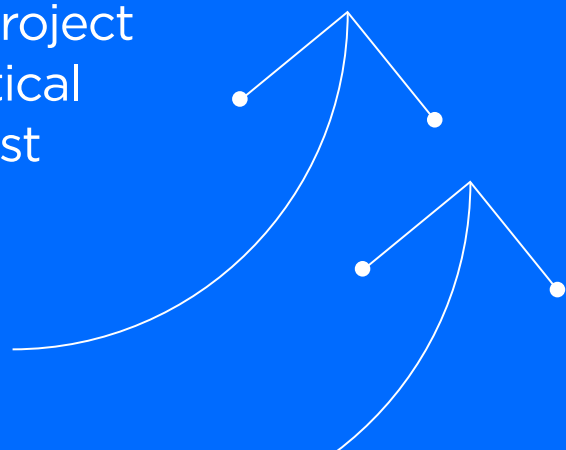
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# Santos

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## Supporting Local Communities for nearly 20 Years

A recent donation from Yancoal's Community Support Program (CSP) to the Singleton Amateur Swimming Club is just one example of how the Company supports local communities.

For nearly 20 years, Yancoal Australia has provided financial assistance to local groups working in the areas of health, social and community, environment, education and training. In 2022, the CSP funded \$1.8 million to support 138 initiatives across the communities where Yancoal operates.

Singleton Amateur Swimming Club is one of many groups that have benefited because of this program. The Club has recently been able to build a large new storage shed, thanks to a \$17,000 donation from Yancoal Australia's Mount Thorley Warkworth (MTW) operation, and the Swimming Club appreciates the generosity of this program.

Cheree Ryan, Treasurer for Singleton Amateur Swimming Club, was thrilled with the new building.

"The existing clubhouse was built 25 years ago and is used by our club, as well as the community and all the surrounding schools, for local, zone and regional carnivals.

"We regularly host competitive swim meets where we can have up to 1,000 people in the complex, therefore we recognised the need for a storage shed to put the equipment in so we can maximise the space within the clubhouse.

"Swimming meets also help boost our local businesses including hotels, cafes, and restaurants and we recognise the importance of having a first-class swimming facility.

"Swimming is a fantastic sport for all ages, and we are a family friendly organisation. We are very thankful to MTW for their funding to help improve our swimming facility", said Cheree.

Singleton Amateur Swimming Club is a popular community sporting organisation with a weekly race program in the summer season.

Mount Thorley Warkworth General Manager, David Bennett, was happy to help upgrade the local swimming complex.

"Swimming is a great sport that helps you to keep fit, stay healthy and make friends. Club swimming helps unite parts of our community in a competitive but fun atmosphere.

"We are pleased our funding could have a practical impact on the club by enabling the construction of a new storage shed. We hope it makes life a lot easier in terms of providing more space at the club during busy race meets", said David.

Every Yancoal operation has a local CSP, which aims to make a positive difference in the local community and to the lives of the people who work and live in the areas it operates. Yancoal is proud to be investing into local and regional Australia, helping build stronger communities across the country.

Community groups in the Hunter Valley region with initiatives that make a positive difference to the local community are encouraged to check the Yancoal Australia website [www.yancoal.com.au](http://www.yancoal.com.au), to learn more about how and when to apply for funding.



## Wambo Coal Singleton Hall of Fame

Six new additions have been made to the Wambo Coal Singleton Hall of Fame, announced at a special event at the Singleton Civic Centre on 9 November.

Former Singleton Citizens of the Year Val Smith and Gary Holland were inducted alongside disability and women in business advocate Anita White in the Community Service category, while the School of Infantry (Public Service), Singleton Neighbourhood Centre (Community Service) and Singleton Service Widows Group (Community Service) were recognised for their decades of support to the local community.

Run in a partnership between Singleton Council and Peabody Wambo Coal since 2009, the Hall of Fame recognises and honours those people who were born in or have a strong association with Singleton and who have attained prominence at a State, national or international level in their field of endeavour.

Cr Godfrey Adamthwaite, Chair of the Wambo Coal Singleton Hall of Fame Committee said induction into the Hall of Fame was one of the most prestigious honours that can be bestowed on Singleton's outstanding citizens.

"This is one of my favourite events of the year when we get to we pay tribute to the individuals, families and community organisations who have given so much of their time and energy for our community, or who have excelled on the state, national or global stage," he said.

"I'm extremely proud of how the Wambo Coal Singleton Hall of Fame has grown over the past 14 years, and to have added six more pavers to the Civic promenade, with three deserving individuals and three organisations that contribute so much to our community joining an already incredibly prestigious list.

"I sincerely congratulate all of our new inductees, their families, members and supporters, and thank Wambo Coal Peabody Energy for their ongoing support."

2023 Wambo Coal Singleton Hall of Fame Inductees included:

- Val Smith (Community Service) who has donated her time and skills for over half a century towards local community organisations and charities.
- Anita White (Community Service) who has been a dedicated and active member of the Singleton community since moving to Singleton in late 1999.
- Gary Holland (Community Service), a long-standing stalwart of the Singleton community dedicated to helping young people.
- School of Infantry (Public Service) which this year marks the 50th anniversary of Infantry Training conducted within a Defence Training Establishment embedded within the Singleton Local Government Area.
- Singleton Service Widows Group (Community Service) which is devoted to enhancing the lives of families of veterans who have served in war, peacekeeping, and humanitarian missions, and who have died or become seriously injured either in service or subsequently.
- Singleton Neighbourhood Centre (Community Service), a not-for-profit, incorporated community organisation formed in 1974 that provides a variety of community welfare services to people in the locality of the Singleton local government area.

*Chairman of the Wambo Coal Singleton Hall of Fame Committee Cr Godfrey Adamthwaite, General Manager of Wambo Coal/Peabody Energy Brad Riggsby, Manager: Environment + Community Wambo Coal/Peabody Energy Peter Jaegar, General Manager Singleton Council Jason Linnane and Mayor of Singleton Cr Sue Moore with the 2023 Wambo Coal Singleton Hall of Fame inductees*





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**"SECURE DESTRUCTION - GUARANTEED"**

There was a farmer who grew watermelons. He was doing pretty well, but he was disturbed by some local kids who would sneak into his watermelon patch at night and eat his watermelons.

After some careful thought, he came up with a clever idea that he thought would scare the kids away for sure. He made up a sign and posted it in the field. The next night, the kids showed up and they saw the sign which read, "Warning! One of the watermelons in this field has been injected with cyanide."

The kids ran off, made up their own sign and posted it next to the farmer's sign. When the farmer returned, he surveyed the field. He noticed that no watermelons were missing, but the sign next to his read, "Now there are two!"

Lawyer: "Judge, I wish to appeal my client's case on the basis of newly discovered evidence."

Judge: "And what is the nature of the new evidence?"

Lawyer: "Judge, I discovered that my client still has \$1000 left."

The rain was pouring and there was a big puddle in front of the pub. A ragged old man was standing there with a rod and hanging a string into the puddle.

A curious gentleman came over to him and asked what he was doing.

"Fishing," the old man said simply.

"Poor old fool," the gentleman thought and he invited the ragged old man to a drink in the pub.

As he felt he should start some conversation while they were sipping their whiskey, the gentleman asked,

"And how many have you caught?"

"You're the eighth."

A parish priest was being honoured at a dinner on the twenty-fifth anniversary of his arrival in that parish. A leading local politician, who was a member of the congregation, was chosen to make the presentation and give a little speech at the dinner, but he was delayed in traffic, so the priest decided to say his own few words while they waited.

"You will understand," he said, "the seal of the confessional, can never be broken. However, I got my first impressions of the parish from the first confession I heard here. I can only hint vaguely about this, but when I came here 25 years ago, I thought I had been assigned to a terrible place. The very first chap who entered my confessional told me how he had stolen a television set, and when stopped by the police, had almost murdered the officer. Further, he told me he had embezzled money from his place of business and had an affair with his boss's wife. I was appalled. But as the days went on, I knew that my people were not all like that, and I had, indeed come to, a fine parish full of understanding and loving people."

Just as the priest finished his talk, the politician arrived full of apologies at being late. He immediately began to make the presentation and give his talk.

"I'll never forget the first day our parish priest arrived in this parish," said the politician. "In fact, I had the honour of being the first one to go to him in confession."

### QUOTE OF THE MONTH

"Do not be afraid to make decisions. Do not be afraid to make mistakes."

- Carly Fiorina, first female CEO of a US Fortune 20 company

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