

MAWSON CODE

MARCH 2008

FROM THE MANAGING DIRECTOR



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A company's vision statement describes the organisation's roots, philosophy and direction. Some years ago Mawsons developed Vision and Mission Statements for our organisation. With a new ownership structure in place the time is now right for an updated Mawsons Vision. This new Vision reflects our Mission (which remains unchanged), introduces the new part owners and describes the company's future objectives. The updated Vision text was unanimously adopted by the first Joint Venture Board meeting on February 13th.

The consistent themes of trust, integrity, teamwork and family which have always been core Mawson values, remain pivotal. The updated Vision reinforces these proven principles and confirms our future strategy of consolidating on our strengths and building strong partnerships across all staff, customers, suppliers, contractors, neighbours and of course our new joint venture partners at Adelaide Brighton Limited.

The updated Vision is designed to be simple and easy to read. Our corporate objects are therefore clear and well understood. What Mawsons strives for is not complex; just to do the best we can, fairly and honestly, without damaging anyone or anything, making a worthwhile profit and developing ourselves and our communities along the way.

"Mawsons is a company with traditional family values based in the communities of Northern Victoria. Established in 1912 Mawsons is now

operated as a Joint Venture between Adelaide Brighton Limited and Mawson family interests.

Mawsons produce quality construction materials. At Mawsons we strive to work safely and to provide our products and services in a sustainable manner.

Mawsons' people are the heart of our business. The development, empowerment and integrity of our people underpins our success.

At Mawsons we aim to steadily grow our business; excelling in customer service and innovation while building strong partnerships with our valued customers, staff and suppliers.

In the future, as in the past, Mawsons will expand our operational network, always seeking opportunities to improve our performance and achieve better outcomes for all our stakeholders."

Mawsons Mission Statement explains how we propose to reach the objectives set out in the Vision. These "How to" directions remain unchanged and completely relevant as the company embarks on the next exciting stage of our evolution.

At Mawsons we aim to be the best company to work for and deal with in our region. We will achieve this through:

- Innovation – Methods of Production Marketing
- Empowerment – At all levels of employment
- Integrity – Fairness and Honesty
- Teamwork – Embracing Synergy

John Mawson – Managing Director

JOHN CHRISTIAN FAREWELL

John Christian was farewelled from Mawsons with a morning tea on Tuesday the 26th of February. After working for the company for over 25 years, a large group gathered in the boardroom for an extended morning tea and some speeches. John Mawson, Lee Bombardieri, and Geoff Hall all spoke glowingly of John's contribution to the Mawsons' business.

In lieu of a much larger function to honour John's career at Mawsons, he donated the funds from what would have been spent on a larger function to the Cohuna Retirement Village. This kind and generous act is testament to John's character, which will be sorely missed around the company. Bernie Mawson also presented John with his 25 Year Club Badge, further recognising his great career with Mawsons. From everyone at Mawsons, all the best to John and his wife Roma for a successful, healthy, and happy retirement.



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AROUND THE TRAPS

WAYNE "TIGE" O'BRIEN 25 YEAR CLUB INDUCTION

At the family day in Shepparton late last year Wayne "Tige" O'Brien was inducted into the Mawsons 25 Year Club. This was a special occasion for both Tige and the company as Tige is the Great Nephew of E.B. Mawson's "Right hand man", W.A. "Hookey" Waylen. Tige is also the son of distinguished 25 Year Club member, John O'Brien. This makes Tige a third generation 25 Year Club member and shows how family businesses can grow with family employees.

In inducting Tige John Mawson spoke of Tige's early days with Mawsons driving a 175 horsepower Ford Louisville 8000 concrete truck while on his P Plates. The Louis' were considered modern then, with diesel engines and 13 speed synchromesh gearboxes they could reach 100kph so long as they were empty and had a tail wind! Tige fine tuned his driving skills delivering concrete to all sorts of projects in the Cohuna, Kerang and Barham areas. Soon his reputation as a competent and co-operative operator grew and as the network of Mawsons concrete plants expanded Tige travelled to new districts, delivering concrete "On time every time".

When Tony West retired Tige took over truck 51, an International S Line. The S Line was almost new, it towed a tree axle Pig trailer and delivered crushed rock, sand and aggregates across the group. At this time the company tipper fleet would change over to concrete agitators and float work as the need arose so Tige's experience and skills expanded more. No one enjoyed "changing over" especially twice in the one day but flexibility was the name of the game and Tige had to be one of the most flexible, if not colourful, operators going around.

At the sandpit Tige and Turtle would load themselves with sand won by Ron Reaper. Along with Ross Crichton and the subbies who included Tige's father-in-law Ken Roberts Tige worked tirelessly, often in difficult conditions but always without accidents.

Tige drove truck 51 (which is still going today) for 560,000 kms before stepping into a brand new Western Star (truck



59) which towed Mawsons first three axle Maxi Dog. Truck 59 was safely operated for almost 600,000 kms by Tige before he returned to the concrete delivery business as a subcontractor.

Tige has since owned and operated three concrete trucks driving a total of more than 2,000,000 kms without an accident. He is now part of Travis Price's Echuca team. Operating in this highly competitive and demanding market Tige is recognised as one of the district's most competent and experienced operators; liked by concreters and builders alike because of his thoughtful and professional approach to the tricky business of concrete delivery.

Tige described his 25 years with Mawsons as being "A bit like marriage; there are highs and lows, but you have to like it". On behalf of everyone at Mawsons John congratulated Tige on his proud achievement and wished him all the best for another couple of million accident-free kms with maybe another generation of O'Brien's yet to come on board with the company.

NEW GLENROWAN GATES

Trevor and the team at Glenrowan have had a recent addition to the quarry! The gates have been completed using some of the local product. Frank Vickers from Wangaratta did the masonry work, which everyone will agree looks fantastic. Make sure you take a minute to admire the handiwork next time you're at Glenrowan!



MATERIAL SAFETY DATA SHEET'S

What is a Material Safety Data Sheet?

A material safety data sheet, or MSDS, is an information sheet on a product. MSDS's are used internationally to provide information required to promote the safe handling of substances used in the work place.

Every product purchased should have its own MSDS regardless of whether it's a dangerous good, a hazardous substance or neither.

The information presented on a MSDS provides guidance on:-

1. Product identification
2. Health hazards
3. Precautions for use
4. Personal protective equipment required
5. First aid instructions
6. Safe handling information
7. Emergency information
8. Physical and chemical properties

Access to MSDS Folder

Under the OHS regulations employees must have access to the MSDS's of all dangerous goods and hazardous substances in their work place.

It is suggested that all site MSDS folders are kept, preferable, in the site lunchroom, so every one has access.

How To Use a MSDS Effectively:-

- Establish a register of all chemicals used in the workplace. (An inventory / manifest has already been completed for each site)
- Obtain the MSDS for each chemical from the manufacturer or supplier.
- Read the MSDS
- Ensure work practices comply with MSDS guidelines.

If anyone requires further information on Mawsons MSDS system please refer to HS004 Dangerous Goods and Hazardous Substances Procedure on the "P" Drive.



COUNTRY DRIVING

After two recent accident involving company employees, the following reminder from the TAC is as relevant as ever. Driving on rural roads over long distances can put added stresses on both car and driver. Long trips should be well planned to ensure safe arrival. Fatigue must be recognised as a potential hazard - it is estimated to be a major factor in around 30% of serious crashes. You might be tempted to push yourself to the limits to reach the destination. This increases your risk of a serious crash.



Rick Dunham's car after he survived a very close call

The greater speeds on country roads require that you concentrate fully at all times and avoid being distracted by events both inside and outside the car.

- Maintain a safe distance to the car in front, leaving at least a two second gap. If driving conditions are affected by rain or reduced visibility increase the gap to four seconds.
- Do not overtake unless you are sure the conditions make it safe to do so. There must be enough room to go well past the other vehicle before moving back to the left.
- Unless overtaking, keep to the left lane; as well as being courteous to other drivers; the law requires a vehicle to keep out of the right lane on a multi-lane road with a speed limit over 80 km/h.
- To help prevent drowsiness, fatigue and even falling asleep at the wheel, apply these practices:
- Plan in advance to take regular breaks during the trip such as every two hours
- Start a long trip in the morning after a good sleep
- Avoid driving late at night and very early in the morning, the times when you are normally asleep
- Avoid alcohol and medications that may cause drowsiness
- Use "coffee break" facilities if they are available during your trip
- Take advantage of rest areas located along major routes

Remember that once you are tired, the only effective solution is sleep. A 15 minute power nap can be mentally and physically refreshing. Take a nap whenever drowsiness or sleepiness appear and never delay taking it. The Victorian State Emergency Services maintain Driver Reviver sites throughout Victoria during major holiday periods.

MAWSONS COMPANY SAFETY AWARD – March 2008 Nominations

1st Nomination – Paul Bell

Nominated by Geoff Wakeman – A few weeks ago there was a big rock jammed in the Primary Crusher at Lake Boga. It was jammed tighter than I've ever seen a rock jammed.

When I arrived on site the standard methods of freeing the crusher had been exhausted so we tried a few unorthodox (but safe) methods without any success.

When I left the site a 20 tonne crane had been organised from Swan Hill.

Darren rang later in the day to say that the crane had been unsuccessful and that he had hired a jackhammer for the morning – to which I agreed.

Paul had been on site and later that night he rang me to say that he considered the jackhammer to be unsafe and that we should take our Rock Breaking Excavator up to Lake Boga and free it that way. I'm embarrassed to admit he was right and so the rock-breaker was floated to Lake Boga to break one rock. Paul had the courage to point out that I was condoning something unsafe and that the cost was immaterial.

2nd Nomination – Frank Roberts

Nominated by Ramon Steel – At the Cohuna Concrete Plants Health & Safety Meeting dated 5th October, 2007 Frank put forward the idea of implementing First Aid Kit stickers of all trucks to indicate to customers that Mawsons trucks carry first aid kits.

Further investigation of this idea result in stickers being purchased and implemented company wide. These stickers were issued to all company trucks (concrete & quarries) and offered to all employees that operate a company vehicle.

The winner

The winner of the March Quarter Safety Award will be issued with a certificate of congratulations and a meal voucher to the value of \$100- to a local eatery. They will also go into the running for Mawsons Annual Safety Award which is presented every year at Mawsons Family Day.

Congratulations to the winner on a job well done.

AUSTRALIA'S BIGGEST BLOKES DAY OUT

On Wednesday the 20th of February, Australia's Biggest Ever Bloke's Day Out was held at Pretty Pine Recreation Reserve, just north of Deniliquin. Run by the Conargo Shire in conjunction with Just Enough Faith, the day saw approximately 3000 blokes get together for a barbecue, a few beers, and lots of laughs.

Men from all generations and walks of life stood side by side, having a yarn and enjoying each others company. Special guests for the day included World Motorcycle Champion Wayne Gardner, AFL legends, Billy Brownless and Doug Hawkins, Rugby League great Arthur Beetson, and comedian Vince Sorrenti. Great prizes were up for grabs included tickets to the Grand Prix, Medallion Club at Telstra Dome, a holiday on Fraser Island, plus

heaps more.

Around reserve there were displays of a vast array of vehicles, including vintage cars, motorbikes, a jet sprint boat, and sprint racing car.

The event was organised by Mr Jeff Gambin, who runs Just Enough Faith, an organisation that helps the homeless in Sydney, with plenty of help from the Conargo Shire. Mawsons supported the day by sponsoring the First Aid tent, which thankfully wasn't too busy on the day.

After such a successful day, attention will now turn to Australia's Biggest Ever High Tea (ladies only), to be held later in the year!



COBRAM HOUSE

Irvin House is the Nursing Home arm of the Cobram Hospital and provides a magnificent service to the local hospital. Recently the Chairman of the Hospital Board, Mr Ray Brooks saw the need for an upgrade of services. In conjunction with Hospital CEO Mr Nick Bush, Brooks set about gathering support from local businesses to raise funds for the Irvin House

It was decided to build a house to raise the much needed funds needed up upgrade Irvin House. What resulted was the culmination of much hard work on behalf of the Cobram and Barooga communities. Mawsons donated the concrete for the job, and were also one of the first local businesses to come on board with the project. Peter and his team have done a magnificent job.

With the house nearing completion, it will be exciting to follow the final developments and see how much money can be raised for Irvin House at Cobram Hospital.



AROUND THE TRAPS

SWAN HILL MURRAY MARATHON

Stretching a mighty 404km, the Murray Marathon is the longest canoeing race in the world. Paddlers take 5 days to complete the race in often extreme heat, with blisters, pressure sores and insect bites adding to the challenge and discomfort. Paddlers race from Yarrowonga through to Swan Hill in Victoria, Australia.

Mawsons sponsored a group of school students from Swan Hill Secondary College. Dylan Roberts, son of Robin who drives a bin truck out of Lake Boga Quarry. The group was lead by Geoff Baulch, a teacher from the College who organised all the students and their support crew. Paul Wilkins caught up with the group when they came into Echuca on the 29th of December and was impressed

with the dedication shown by the group. Mawsons supplied a cash sponsorship, as well as drink bottles and bucket hats which came in very handy, particularly with temperatures nudging 40 for the duration of the Marathon. The Marathon is organised by the Australian Red Cross with funds raised during the Marathon channelled back into community programs and emergency services provided by the Australian Red Cross including Patient Transport and Emergency First Aid. With a grand total of over \$300,000 raised, the Red Cross Murray Marathon is vital in supporting those in need. Mawsons support here is just another example of being committed to the communities in which we are located.



BERRIWILLOCK DAMS

When Jim McInerney followed up with our customer Nacap on site at Berriwillock recently he received a glowing report of how our special mix slab fill was performing on their job. Nacap have three dams with poly liners to construct, two at Berriwillock and one at Culgoa. The use of the polyliners is to eliminate seepage and therefore aid water conservation. It is critical that the surface beneath the polyliner is smooth so as not to puncture the liner but strong enough to carry the weight of the equipment during construction. Our Technical Manager Craig James determined the ideal mix and the team from Lake Boga mixed it to perfection to achieve a perfect result for Nacap. These works are ongoing as part of the water reticulation modernisation program across the region. The water supply for the dams is sourced from the Murray River via a pipeline also constructed by Nacap and bedded in dust from Lake Boga Quarries. Congratulations to all involved on a successful project.



LAKE BOGA THANKS

Recently Peter hosted a group through Lake Boga Quarry. Here is some feedback on the day.

"Dear Peter,

I am writing to thank you very much for your assistance and hospitality during the visit by the geology students and staff from the University of Vienna last week. While our time in the quarry was short, several of the students collected a specimen worth taking home with them. It was an eye-opener for them to visit such a significant geological site

The crystal sample you gave to me I presented to the Curator of Minerals at the Natural History Museum in Vienna, who was in the group, and he was delighted with it.

While "pickings" in the quarry are becoming harder to find, I always look forward to visiting because you can never predict what might turn up. Thanks again, and regards

Bill Birch

Senior Curator (Geology), Museum Victoria

GIRGARRE FARMERS MARKET

On the second Sunday of each month the community of Girgarre hold a Farmers Market. Periodically Shirley Dobie and Maurice Kerrins have attended the market with a stand displaying our quarry materials including our re-cycled concrete. In conjunction with the local produce which is sold, an emphasis is placed on re-cycled environmentally friendly products by the Girgarre community.

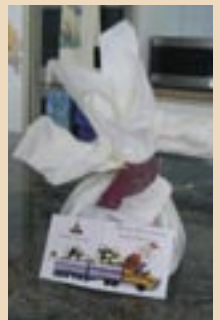
Mawsons have kindly donated the re-cycled concrete and some crushed rock which has been used to create a footpath around the Girgarre Hall. It looks great. Doug Gray, who has put in such an enormous effort, along with his committee, is to be congratulated on the success of the market. Maurice and Shirley have watched the market grow over the period of time and recommend if you are free on the second Sunday morning of each month and would like a lovely morning out – the Girgarre Farmers Market is the place to be.



CHRISTMAS PUDDINGS

Mawsons again distributed a vast amount of Christmas Puddings in December 2007. While the majority of these puddings were allocated to customers and staff, there was again an allocation set aside for those in the community who are less fortunate and have been affected by the drought. This year Mawsons distributed over 300 of the Christmas Puddings from Stephen's Fine Foods to groups such as the Salvation Army, Lion's Club, and also local churches. These organisations then helped to distribute the puddings to those most in need at Christmas.

The puddings were a real hit with those who received them, and Mawsons will continue to support the local communities in the future.



HAVE A LAUGH!

A Collingwood fan dies on match day and goes to heaven in his Pies jumper. He knocks on the old pearly gates and out walks St Peter in a Carlton scarf.

"Hello, mate," says St Peter, "I'm sorry, no Collingwood fans in heaven."

"What?" exclaims the man, astonished.

"You heard. No Collingwood fans."

"But, but, but, I've been a good man," replies the Collingwood supporter.

"Oh, really?" says St Peter. "What have you done then?"

"Well," says the guy, "Three weeks before I died, I gave 20 bucks to the starving children in Africa."

"Oh," says St Peter. "Anything else?"

"Well, two weeks before I died, I also gave 20 bucks to the homeless."

"Hmmm. Anything else?"

"Yeah. A week before I died, I gave 20 bucks to the Albanian orphans."

"Okay," says St Peter, "you wait here a minute while I have a word with the boss."

Ten minutes pass before St Peter returns. He looks the bloke in the eye and says, "I've had a word with God and he agrees with me. Here's your sixty bucks back, now get lost."

