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## Welcome to our May edition of Train Brain

As I write, MinEx has joined key players in the health and safety environment to share real concerns about the Government's proposed changes to the Health and Safety at Work Act currently before Parliament.

Among those who signed a letter of concern or endorsing it alongside MinEx, are the Business Leaders' Health & Safety Forum, the New Zealand Council of Trade Unions, Employers and Manufacturers Association and the New Zealand Institute of Safety Management.

It has been sent to both the Workplace Relations and Safety Minister and the Parliamentary committee that is considering the amending Bill.

Our common position is we support the intent of the amending Bill; to reduce unnecessary compliance burden and to continue to support reduction in workplace harm. But we say, parts of the Bill could unintentionally undermine those objectives if not changed. I spell those out in this edition of Train Brain.

The good news is that we have the chance to get the Bill right and have offered to engage further with the Minister and the Parliamentary committee to help develop workable, enduring solutions.

Elsewhere in this Train Brain we include a story about Philip Aldridge, CEO of the newly established Energy and Infrastructure Industry Skills Board, which includes extractives and of which I am a Board member.

As the story outlines, Philip has hit the ground running since taking on the job in January. In March, he visited OceanaGold's Waihi site with our Communications Manager. Both were impressed with that operation's all-encompassing focus on health and safety.

Philip and I also visited Mines Rescue's headquarters and then attended the MinEx Greymouth workshop. I've always highly rated Mines Rescue training, but it's not always easy for quarries to get workers to attend.

So, it was reassuring to hear about an increasing focus on our corner of the extractives landscape, amid considerable staff changes. Best wishes to outgoing Mines Rescue Manager Trevor Watts after a long career helping our industry.

At the Greymouth workshop, WorkSafe Mines Inspector John Ewen ran through the presentation being delivered at all 15 of our workshops this year.

This includes inspectors expecting a good standard of windrows when they visit quarries and mines. There is also acknowledgement that WorkSafe's revised guidance on windrows draws on work led by Stevenson Aggregates and Fulton Hogan, later supported by Winstone Aggregates and Kaipara Ltd. Well done to all.

It is also encouraging to hear the messaging from the Board of Examiners Manager Simon Robb as he and his staff deal with a deluge of CoC renewals. They want people to be able to pass their renewals, despite some poor record-keeping of the new requirement to log your CPD hours. You also have to get your renewal application in a couple of months prior to its expiry.

Do read this article closely and look for Simon's tips and reassurances – you can also find an example of an extractives CPD logbook entry, or watch a video on how to complete your CPD logbook on the [MinEx website](#).

And stay safe and warm.



Wayne Scott  
CEO MinEx and AQA



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posts, and share your experiences.

## Government fails to lift our health and safety performance

A significant missed opportunity to improve New Zealand's patchy record on health and safety.

That's the key message in our [MinEx submission](#) on the Government's proposed changes to the Health and Safety at Work Act 2015 (HSWA).

These changes are likely to increase harm to workers, families, businesses, and communities, along with cost blowouts for the Government in ACC, health and welfare.

I've submitted that the amending Bill does not do justice to the many organisations that commented in the 2024 consultation.

[The Business Leaders' Health and Safety Forum's State of a Thriving Nation report](#) last year conservatively estimated that the cost of harm due to workplace injuries and illnesses is at least \$5.4 billion per year.

Improvements in New Zealand's health and safety performance should be treated not as a compliance cost, but as an investment in our families, communities, and businesses.

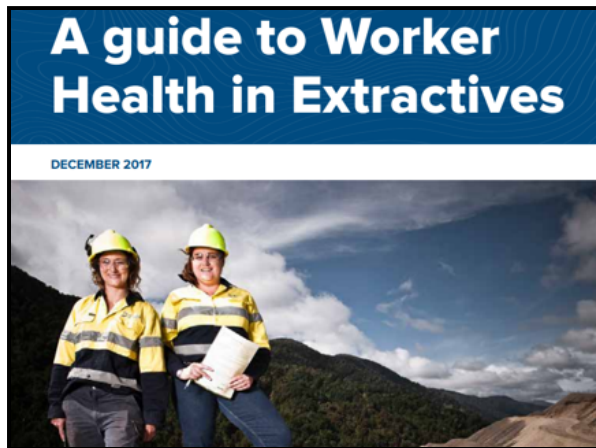


State of a  
Thriving Nation

Health, Safety and Wellbeing  
in New Zealand

MinEx is also concerned with the definition of critical risk in the Bill as a hazard 'likely' to result in death, a notifiable injury or incident or an occupational disease. The word 'likely' will cause substantial confusion, argument, and litigation. It will also give businesses the opportunity to consider that they do not have responsibilities under the HSWA because they don't consider that they have any critical risks. Among the

hazards that may not be considered critical are: cuts and bruises, musculoskeletal injuries, acute and gradual process injuries, psychosocial harm, driving (especially light fleet), and machinery hazards. These collectively are responsible for most of the harm in workplaces. The word 'likely' should be replaced with "reasonably foreseeable" in the definition of critical risk.



There is also danger that the current wording of the Bill encourages businesses to focus solely on identifying critical risks and not on controlling them effectively. Knowing your critical risks is not enough.

The carve-out for businesses with 20 or fewer employees will be unworkable in complex workplaces – such as mines and quarries – where multiple small and large businesses and contractors work together. Having different obligations for people working side-by-side breaks the chain of shared duties on these worksites and risks causing gaps in risk controls. This will make these workplaces less safe, increasing both the risk of injury and the liability and cost burden for large businesses.

We support the greater use of Approved Codes of Practice (ACOPs); however, resourcing will be critical to the delivery of ACOPs in a timely manner. MinEx, as the extractive sector's health and safety council, issues [weekly safety alerts](#) and develops industry [resources and guidance](#).

We have also developed [codes of practice](#) for the sector. While our sector is resourced for this, others may not be and WorkSafe is unlikely to be able to deliver ACOPs in a timely manner due to lack of resources.

The Bill is also silent on worker health. MinEx has long been advocating for a silicosis registry, similar to the asbestos registry, so that we can determine the extent of silica exposure and develop strategies to reduce such exposures. This legislation does nothing to provide support. It deserves to be considerably amended.



## IOQNZ webinars/courses

The Institute of Quarrying offers a number of online webinar packages and mini-online courses which range from 1 hour CPD to 8 hours of CPD. The link to our website can be found [here](#) with all purchases made via credit card.



## New CEO getting out there for our sector

Extractives may be the smallest sector represented by the new Industry Skills Board for Energy and Infrastructure, but CEO Philip Aldridge is already showing it's very much in his focus.

In little more than a month across March and April he visited the OceanaGold Waihi operation, sat in on a Mines Rescue briefing with me and then attended a MinEx workshop in Greymouth, not to mention numerous industry-related meetings in Wellington. He's also booked to join us at [QuarryNZ](#) in July.

“My style is to be out there and engaging,” he says. “I want to make a difference to industry.”

He took up the new role on 5 January with good knowledge of our sector. He led the ISB’s predecessor organisation, Waihanga Ara Rau, the Workforce Development Council for infrastructure and construction.

That means he is well across some of the big picture issues facing the sectors we supply material to, such as the future of AI, people leadership and attracting workers to our industry.

While he says it’s becoming clear that white-collar jobs will be the most affected by AI, workers in our sector – mining, tunnelling, and quarrying – will need to be able to use it as a critical skill in the rapidly evolving future.

Another development which Philip sees as a game-changer is the current Government’s reforms of NCEA which will replace the current scattergun approach to school-led industry training. Year 12 and 13 college students will soon be able to start getting credentials in industry-led subjects.



*CEO Philip Aldridge.*

“That will mean we will be able to give students a clear picture of what’s out there.”

The new ISB covers about 145,000 employees. Extractives, with around 8,000 people and Water Services are the smallest sectors it has responsibility for.

But Philip says size doesn’t matter as funding for the ISB is not allocated by ‘bums on seats’.

He sees classroom-based training as better for pre-trades and theory-based learning but where practical skills are required, these are better learned on the job.

The existing Extractive Industry Advisory Group within MinEx has been working on what good training looks like. Philip says with that and other input, it’s looking like a blended model will be confirmed involving classroom, online and work-based training.

“It needs to be robust and appropriate, have choices, deliver high-quality training that meets industry needs and Government standards.”

As our ISB was coming together, there were some concerns in the extractive industry that Tertiary Education Commission (TEC) officials might dominate it.

“Not while I’m the CEO,” says Philip Aldridge. “While TEC provide the funding, our job is to focus on what industry wants.”

This means delivering a skilled workforce for extractives and other ISB sectors and then reporting to the TEC and Government on the progress in meeting that objective.

With considerably fewer staff than the predecessor WDC (now 12 and some back-office staff shared with other ISBs), Philip acknowledges the new organisation faces challenges.

“We want to focus on doing a few things really well. We can’t do everything and we need industry help.”

In April, applications closed for four new Industry Advisory Groups including one for Extractives. All up there were 70 applicants and Philip is confident these will be key groups helping the ISB develop its priorities and strategies.

He’s also looking at Technical Advisory Groups to assist with particular issues such as mining and quarrying qualifications. Additionally, he is already holding separate Zoom sessions with industry group managers. There’s also a [monthly newsletter – Grid and Ground](#), regular [LinkedIn](#) posts as well as a busy schedule of travel for on the ground meetings.

I should also note as well there are monthly Board meetings of the [ISB](#) of which I am one of five members, soon to be eight. Another Extractive/Resources voice is provided by former WorkSafe Chief Inspector Mark Pizey.

I believe our ISB has started really well under Philip's leadership and we have a very good chance to finally get industry-led training that delivers for our extractives/resources.

### What does our new ISB do?

Delivers vocational education and training solutions for the industry groups across the energy and infrastructure sectors.

Develops qualifications, standards and micro-credentials so our learners can succeed and meet industry needs

Moderates assessments to give consistency across training providers and ensure all assessment materials and practices are fit for purpose.

Reviews and endorses vocational education and training programmes that lead to qualifications listed by NZQA.

Provides workforce analysis and investment advice so industry and government can respond to current and future workforce needs.



Not on our database?

[Sign up here](#) to receive our safety alerts, tips and newsletters

## A welcome focus on quarry sector training

I rate the [Mines Rescue training](#) as very good but on a visit to its headquarters at Rapahoe near Greymouth in April, I said its training is difficult to access for the quarry sector.

CEO Trevor Watts gave assurances that the organisation is now looking at how it can work more closely with quarry companies to provide training.

Charged with delivering that is Mines Rescue's newly appointed Manager for Training Development and Delivery, Liz McKenzie.

Liz comes with a solid background in extractives and vocational education, including past roles at MITO, NZQA and Te Pūkenga and some polytechnics. She is also a current WorkSafe Board of Examiners member.

She says Mines Rescue, which operates as a private training establishment (PTE), has the flexibility to provide training beyond the more usual



Liz McKenzie, Manager for Training Development and Delivery.

locations of West Coast, Otago, Waihi, Huntly and Auckland.

Liz is keen to hear from quarries that might have a couple of staff wanting to do their CoCs – or any of the unit standards it offers. She says if people register interest, when there is enough critical mass, Mines Rescue will run training in a particular location.

Trevor says Mines Rescue is acutely aware that quarrying companies – often employing only a handful of staff – are scattered all around New Zealand, whereas mines, generally with bigger workforces, are more concentrated.



*Trevor Watts with a specialist breathing apparatus.*

He says quite often there are people in online training who just sit back, so some face-to-face training is required; that said, Mines Rescue is looking at other models.

In my experience, there's about a 50/50 split among those who love online training – and all the flexibility that it provides – and those who hate sitting in front of a screen and would prefer an in situ trainer.

It can offer any of the unit standards required for extractives qualifications but does not currently provide any micro-credentials.

This is because there is no Tertiary Education Commission (TEC) funding for these, along with anything else related to health and safety. This means the cost of renewing your CoC has gone from around \$2,500 to \$9,000 or more. The TEC also caps any organisation's student numbers at no more than 5% of the previous year's total.

As my colleague, Josie Vidal, CEO of the New Zealand Minerals Council noted on our visit to Mines Rescue, that cap will not work with the mining expansion underway on the West Coast and in some other regions.

Mines Rescue is doing its best. The week we visited, a second course for a dozen potential new sector entrants had got underway at Rapahoe, funded by the Ministry of Social Development. The trainees were to spend 10 days learning the basics for safe surface and underground mining.

Trevor told us that about half the previous year's course attendees went on to work for Endura at the Snowy River Gold Mine near Reefton. No doubt they will contribute to the mine's gold production the first of which is expected by the end of this year.

Hopefully the current cap on training numbers and non-funding of micro-credentials will be addressed in the review of qualifications being led by the Energy & Infrastructure Industry Skills Board, of which I am a member. MinEx's Extractive Industry Advisory Group is also playing a part.

Meantime, if you are looking for some training at or near your quarry or other extractive site, contact [liz.mckenzie@minesrescue.org.nz](mailto:liz.mckenzie@minesrescue.org.nz).



*The MSD-funded course includes working at heights training.*

## Intesafety courses



With Intesafety's CAA Part 101 certified drone capability, we can safely capture high-quality aerial imagery to support:

- Site safety assessments
- Principal hazard identification
- PHMP and PCP verification
- Incident investigations

- Clear visual reporting for leadership teams,

This is particularly valuable in areas that are difficult or hazardous to access, such as working at height, unstable ground, or active operational zones. By using drones, we reduce the need for workers to enter these environments while improving visibility and understanding of site risks.

This means you're not just getting aerial footage, you're getting practical, risk-based insights aligned to regulatory requirements.

If you'd like to explore how drone inspections could support your operation, get in touch with our team.

Visit Intesafety's [Audits & Inspections page](#) for full details. Email: [info@intesafety.co.nz](mailto:info@intesafety.co.nz).

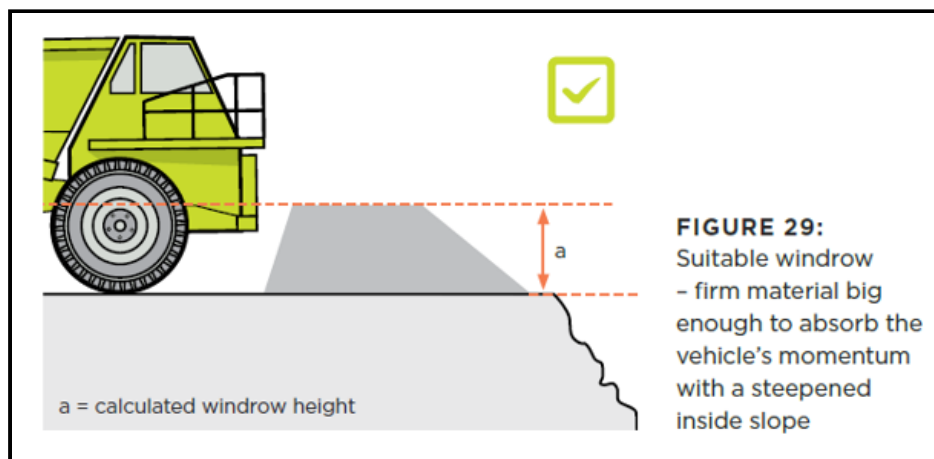
## Windrows of opportunity

WorkSafe is now expecting to see increased windrow heights on sites after adopting research developed by three of our biggest quarry companies.

At MinEx's Greymouth April workshop, WorkSafe mines inspector John Ewen outlined how the previous Good Practice Guideline had said quarries 'should have' windrows at half the wheel height of the largest vehicle working on a site.

The new Good Practice Guidelines which came out last year require A Grade quarry and A Grade alluvial mining operations to be appraised by the responsible person to identify any principal hazards. The appraisal may determine that roads and vehicle operating areas are a principal hazard.

The new guidelines state: *In some cases, windrows that are half the wheel height of the largest vehicle may be too low to prevent certain vehicles from going off course. For example, an articulated dump truck travelling 30km/h may require a windrow at least 66% of its wheel height to be redirected back onto the intended route.*



When designing windrows, quarries need to consider a range of issues including vehicle types and mass, operating speed, tyre size and the type of material available to build the bund.

John Ewen told the workshop that while he sees logs or rocks sometimes used on sites, trucks were able to go straight through them. This can also happen in a windrow of broken rock if it is too loose. If bonding materials are also used, these windrows will normally provide restraint due to the interlocking and frictional resistance of the rock.

"We like to see a good standard of windrows on the sites we visit."



Before installing or constructing windrows, WorkSafe's guidance says you need to consult a competent person for advice. Windrows that are too low or have curved slopes can act as ramps, making them ineffective.

"One of the main issues we hear around quarries is that it's difficult to maintain windrows."

John said windrows can deteriorate due to weathering and should be regularly inspected and maintained to make sure they continue to be

The new guidance for windrows comes after the 2020 death of a subcontractor whose articulated dump truck went over a safety bund and fell to the bench below at Stevenson's quarry in Drury.

Stevenson and Fulton Hogan invested in a research project partnering with The University of Newcastle's School of Engineering, Australia, to look at the science behind bund design in quarries.

Associate Professor Klaus Thoeni ran thousands of scenarios for around three months with a supercomputer at the university before presenting his research at the [2023 QuarryNZ conference](#).

He also ran full-scale testing with drivers manning test trucks. Major quarry operators Kaipara Limited and Winstone Aggregates joined the research project and development of the new standards.

John Ewen acknowledged the three companies for their contributions to the review of windrow guidance. Their data had shown that ADTs tended to climb over lower windrows.

Stevenson's General Manager Ben Hussey, says they took a proactive approach to invest in science-backed safety systems to better protect their people.



Professor Klaus Thoeni at QuarryNZ 2023.

"We looked at what factors affected bund effectiveness and the safety controls we could change or improve in our quarries, like truck speed, to reduce accidents and harm to our people," he says.

The research findings have been used by Stevenson and Fulton Hogan to develop a functional and straightforward standard to be applied across all their quarries.

Truck type, maximum load capacity, together with the approach conditions (straights or bends) and speed limits are critical factors used to design and build best-practise safety bunds.

Ben says it's been a ground-breaking piece of research that can be applied practically in New Zealand quarries.

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## Tai Poutini courses



Tai Poutini offer a number of courses under the Diploma in Quarrying and Mining Supervision (Level 5), further details can be found [here](#) or contact Nicole Scalmer on [037699645](tel:037699645) for more information.

Students may be eligible for fees free, see more information [here](#).

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## Well recorded CPD required in timely CoC renewals

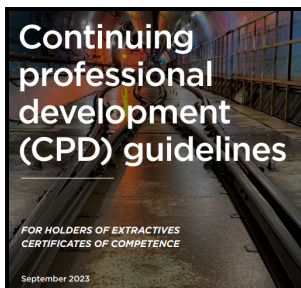
As the second renewal of revised extractive CoCs ramps up, the Board of Examiners (BoE) is appealing to holders to ensure their CPD is properly recorded and lodged in the required timeframe. The regulations require that all renewal applications must be submitted no later than two months before the expiry date of the current CoC – so double-check your expiry date.

BoE Manager Simon Robb says that while there's been some lift in the quality of CoC renewal applications since the first round under new CPD requirements in 2020, there's still some patchiness in the quality of documentation being submitted (CPD logbooks).

"The biggest issue is the quality of CPD recording."

If this isn't up to scratch and the BoE needs to check, it means your application goes on hold while the information submitted is clarified.

"Meanwhile, applications with clear CPD logbooks go through quicker."



Simon says his biggest tip is to collate your CPD activity and supporting evidence at the time it happens, rather than trying to do it afterwards.

At last year's MinEx health and safety [workshops](#), a presentation was delivered guiding participants through how to complete the CPD logbook online which has been uploaded to the [MinEx website](#) for anyone needing a refresher or practical guidance.

A Grade extractives CoC holders are required to log 120 hours of CPD over five years; B Grades holders need half that number of hours. Remember: CoC renewals need to be lodged two months PRIOR to their expiry.

BoE staff try to assist with incomplete and late applications but Simon reminds CoC holders that if you apply late, you risk having to apply for a new CoC – which includes passing any new unit standards and an oral exam.

Asked if WorkSafe could provide reminders of the looming expiry of a CoC, he says that's caused problems in the past.

“People who didn't get a reminder felt let down.”

He says at the end of day, it is the responsibility of the CoC holder to take responsibility to meet all requirements including deadlines. Sending out reminders is a nice to have, but it is just one more thing for his team to worry about, when they should be focusing upon processing the applications.

He says he and the BoE staff are very sympathetic to people going through the process. WorkSafe Extractive Inspectors have been assisting with reviewing CPD logbooks which he is very grateful for but is mindful of not asking too much of them given their inspectorate responsibilities.

“If the industry's got some suggestions, I am happy to hear them. We are not there to obstruct. We're really trying to get people across the line.”

Simon urges anyone with a CoC to check its renewal date and then go onto the WorkSafe website for the [resources](#) available to assist.

At this point, approximately 20% of extractive CoC renewals have been completed – with the bulk due within the next 18 months.

Meanwhile, expressions of interest for BoE CoC oral exam panellists have closed, with appointments soon to be announced.

Responding to MinEx Board members who've asked what new panellists will face, Simon says the first thing they will do is spend a full day sitting in on three exams.

There is also going to be a day's training led by him and Chief Inspector Extractives, Paul Hunt. This will take place no later than August this year. More information to come.

“If they feel the need for more training, we will accommodate them.”

All BoE oral exam panels are made up of three individuals all of whom have the relevant qualifications and experience having regard to the CoC the applicant is being examined for. The panel is chaired by a BoE Board member, with a member of Simon's team assisting.

# Is your CoC renewal due soon?

*Check your expiry date now and submit your application to WorkSafe at least 2 months before your certificate expires*

## Mines Rescue training



View Mines Rescue Service training schedule [here](#). Visit their [website](#) for further information.



## MITO courses



With MITO having transitioned to industry ownership from 1 January 2026, it is now positioned to respond even more directly to what the extractives sector needs – practical, accessible training aligned to the Safe Work Instrument and the real world challenges our operators face.

MITO has aligned its training programmes to the Safe Work Instrument (SWI) through mapped learning areas across the following competency schedules:

- Site Senior Executive (Schedule 1)
- B Grade Opencast Coal Mine Manager (Schedule 5)
- A Grade Quarry Manager (Schedule 8)
- B Grade Quarry Manager (Schedule 9)
- A Grade Alluvial Mine Manager (Schedule 11)
- B Grade Alluvial Mine Manager (Schedule 12)
- Additional Competency Requirements – Subpart B, Clause 29 (Work in operations using explosives)

These mapped training areas give the workforce clear pathways to meet the updated SWI competency requirements and support safer, more capable operations across the sector.

View the the dates for [Mining & Quarrying Level 2 course – running from July – December 2026](#).

[Click here for more information](#).

For enrolment or guidance on choosing the right training pathway, contact MITO:

✉ [info@mito.org.nz](mailto:info@mito.org.nz) | 🌐 [mito.nz](http://mito.nz) | ☎ [0800 88 21 21](tel:0800882121)

Below are the dates for our Mining & Quarrying Level 2 course – running from July – December 2026.

**UPCOMING MITO BUSINESS BREAKFAST EVENTS**

Location:	Date:
<b>Invercargill</b> – The Ascot	Tuesday 26 <sup>th</sup> May 2026
<b>Palmerston North</b> – The Coachman	Wednesday 20 <sup>th</sup> May 2026
<b>Christchurch</b> – Sudima Hotel (Airport location)	Wednesday 3 <sup>rd</sup> June 2026
<b>Auckland</b> – Waipuna Hotel	Wednesday 22 July 2026
<b>Wellington</b> – Lower Hutt events centre	Wednesday 12 <sup>th</sup> August 2026
<b>Rotorua</b> – Rydges Hotel	Wednesday 16 <sup>th</sup> September 2026
<b>Dunedin</b> – Edgar Centre	Wednesday 14 <sup>th</sup> October 2026

Visit [MITO website](#) to RSVP. Registrations close midday on the Friday prior to the event.



**MITO Industry Summit and Awards**

Express your interest

**Come together.  
Be recognised.  
Shape the future.**

Renouf Foyer, Michael Fowler Centre, Wellington  
1 September 2026

## ACT Safety courses



Visit the [ACT Safety](#) website for information.



It is a good idea to record your hours, evidence and learnings every time you complete a [CPD](#) activity

## Safety focus stands out in Waihi

There's no missing the behaviours that OceanaGold expects of its Waihi Gold Mine staff to keep them safe.

From the billboard-size sign as you enter its process plant through to the regular attendance of health and safety staff at pre-start meetings, there's a strong expectation and support system towards everyone going home safely each day.

Warren Mosconi spent 20 years as a police officer and detective in Perth before retraining in occupational health and safety, principally working in mines across Australia. "Being a police officer taught me to care for people."

When a contract ended in early 2025 he was recruited to come and work in Waihi as Superintendent for Health, Safety and Training.

He says it helps that the health and safety legislation and standards in New Zealand are very similar to those in Australia.



Warren Mosconi.

"That's pleasing." So is the commitment of Waihi's Senior Leadership Team to get out from their desks on a regular basis and engage with the staff working in all aspects of the business.

Nowhere is that more apparent than with Warren and his colleague Zane King, Waihi's Safe Behaviours Coordinator.

"We work as a team."

Their offices sit near the processing plant where a tonne of rock from the existing underground Waihi mine is crushed to produce 3 grammes of gold as well as less valuable silver.

With gold prices soaring, last year was the mine's most profitable year since OceanaGold bought it in 2015. The average wage at Waihi is \$110k and the township itself benefits from both the visitors attracted to see the mine and the company's donations to all manner of community causes. Some 6,000 school pupils alone visit the township every year to view its current and early mining history.



The historic pit.



All mining at Waihi is now underground.

Warren personally attends 10-12 pre-start health and safety meetings a week numbering between 5 and 50 personnel across all aspects of the business from Mobile Maintenance to Mine Control.

"What we are trying to do is ensure the same style of pre-start is done across the business."

This includes a focus in every meeting on any incidents observed in the previous shift(s) or any potential hazards as well as a look at the scope of that day's work.

"What are the fatal risks? What controls are in place?"

Those visited include contractors working for OceanaGold. That currently extends to 150 people working on developing the approaches to the Waihi North mine which got Fast-track approval just before Christmas. These include excavator operators, truck drivers, roading contractors and by mid-year tunnellers.

The project extends to a 4.8km single tunnel from near the current mining operation to a 5km twin tunnel under DOC land in an ore body several hundred metres below the surface of the Coromandel Forest Park.

Another aspect of the job is working with people new to mining to support their learning and development about the importance of health and safety.

"They need coaching and mentoring," says Warren. He and Zane work to encourage people to feel comfortable about speaking up and raising issues that might concern them on a work site.

"That's really important for health and safety culture," he says. "Everyone is working towards the same goal – producing gold, doing it safely and everyone working as a team."



Warren says it is a continuous process and a sense of 'chronic unease' is needed by every worker because mining involves high-risk tasks.

"We are constantly assessing risk and being vigilant. We don't want procedural drift. I've never been to a perfect mine anywhere because we have people in them."

A year into the job he is loving it.

"It's been a wonderful decision," he says for him and his teacher wife Megan who's doing relief teaching in the area. They've just bought a home not far from the Waihi mine and feel like they are living in a picture postcard.

If he follows one of OceanaGold's safety behaviours, he might not rush back to Australia.



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