



**MINE**SCOPE  
SERVICES



# Welcome to MineScope



This handbook contains the essence of what we value, what motivates us, who we are and how we work together as a team.

We believe in adding value to our clients' projects and operations.

We have a global business and we strive to continue to Innovate in decision support for mining executives.



# Our Purpose



We help mining executives make informed decisions about how to optimise their assets and support them to do so.



# The MineScope Story



**Michael Davis**



**Royce McAuslane**

Michael Davis and Royce McAuslane founded MineScope in 2017 after working together periodically since 2005. Leveraging their complementary operational and engineering experience, their diverse geographical experience combined with their broad commodity exposure, Michael and Royce are building MineScope as a resilient global business.

Their vision is to build a company which outlasts the founders, where everyone can grow their careers along with the business.

Royce and Michael live with their families in Perth, Western Australia. Royce enjoys camping in the great outdoors with his family. Michael and his wife enjoy travelling and spending time with their adult sons.

# Minescope's Founders



**Michael** has over 30 years' experience in the design and operation of mineral processing projects. He understands the full project life cycle from discovery, definition, design, commissioning, operation through to closure. He has worked for both Operating and Engineering Service companies and has a strong understanding of the key drivers for both in the Project space, with ultimate accountability to Operations. Michael has extensive global mining experience on technical due diligences, studies, projects and operations in Australia, Africa, Asia and the Americas as both an in-house consultant and senior management executive with several EPCM companies.

**Royce** has over 20 years' experience in delivering technically and financially robust studies and projects for precious and base metal projects in a range of greenfield and brownfield locations across Africa, Asia and Australia. He has delivered studies from Scoping through to Feasibility with project capital values of US\$50M to US\$2.5B. In addition, Royce has transitioned multiple studies to projects and ultimately, operational outcomes. A focus on getting the right people working in the right areas of each project, has led to project outcomes that can be relied upon by all stakeholders.



# The MineScope Team



Since MineScope was founded, the team has delivered over 140 projects for owner's teams on mine sites from Africa, Asia, the Americas, Australia and Europe.

# Our Values



Our values lay the foundation for the way we work and operate at MineScope. They provide a common understanding to guide our interactions with our team and our clients.

Our values guide the decisions we make within the business, help our employees and clients understand what MineScope stands for and helps to define our Why.



## MineScope's Values:

**SHARE KNOWLEDGE**

**BE ACCOUNTABLE & TAKE OWNERSHIP**

**ACT WITH INTEGRITY**

**EMBRACE HARD CONVERSATIONS**

**MAXIMISE ASSET VALUE**



# SHARE KNOWLEDGE

## Our Meaning:

At MineScope we are a diverse team with different experiences, skills and expertise. We are open and willing to share knowledge so don't be afraid to ask questions and seek assistance.

How we collaborate within MineScope is critical to our long term success. We share our knowledge freely and willingly whether job specific or via mentoring.



# SHARE KNOWLEDGE

## Ask Yourself:

- Do I know who or where to go for information?
- Do I seek out knowledge and mentorship to support me in completing work on jobs?
- Do I actively assist my team members with learning, regardless of their role in the company?
- Do I share tasks, knowledge and trust others, to improve the overall team's effectiveness?
- Am I curious about our industry so I keep up with changes and share this with the team?
- Have I spoken with my Team Leader about learning new skills?
- Have I given feedback to the team on learnings from a completed job?



# BE ACCOUNTABLE & TAKE OWNERSHIP

## Our Meaning:

At MineScope our goal is to exceed expectations and deliver the best service to our clients and the team. To achieve this, we must all be accountable and take ownership of our deliverables (Project Time, Quality and Budget).

There are always reasons why something cannot be done. At MineScope, we focus on the reasons why it must be done. Setting correct priorities for tasks is vital to the success of MineScope.

We ensure our workplace is a safe place for everyone, without politics, where people are treated with respect and without blame.

We stay Above the Line.

## Ask Yourself:

- Do I understand what I am accountable for in my role?
- Am I doing my best for myself, my team and my client?
- Am I being proactive and asking for what I need?
- Do my words and actions align?
- Do I take responsibility for my actions especially when I make a mistake?
- Do I learn from my mistakes by honest analysis and use the opportunity to innovate and do it differently next time?
- Is my behaviour Above the Line?



Take responsibility

Problem Solve

Seek Solutions

Be accountable Own it

Seek & Provide

Feedback

*Make a choice  
to always stay  
above the line*

Find Better Ways

See Possibilities

Have Hope

***ABOVE THE LINE***

**EVENT + YOUR RESPONSE = OUTCOME**

***BELOW THE LINE***

EXCUSES

FIND  
FAULT

VICTIM  
OBSTACLES

DO NOTHING  
IGNORE

SEE FAILURE

WAIT FOR OTHERS

BLAME

DENY

ONLY SEE  
PROBLEMS

BLOCK

NO CONTROL

# ACT WITH INTEGRITY

## Our Meaning:

Our reputation is extremely important at MineScope and we hold ourselves to the highest professional standards.

We 'walk the talk' with our values at all times. We are reliable, dependable and trustworthy particularly given the confidential, commercially sensitive information we deal with on a regular basis.

In the mining industry, the risk to people's safety, health and wellbeing is real. We will not take short cuts that compromise safety for any reason.

We look out for each other and are not afraid to speak up.





# ACT WITH INTEGRITY

## Ask Yourself:

- Have I taken any short cuts?
- Do I have the courage to speak up if something doesn't look or feel right?
- Can I sleep easy at night with the decisions I have made?
- Do I strive to produce high quality work consistently even under high stress situations?
- Can I be relied on to deliver what I say I will?
- Am I proud of the work I have contributed at MineScope?



# EMBRACE HARD CONVERSATIONS

## Our Meaning:

We value critical thinking, diversity of thought and authentic communication with our clients and our team. We are open to new ideas and opinions.

Sometimes we may be challenged by a colleague's or client's views, opinions or actions. Have the courage to have the difficult conversations, but make sure you do so authentically and with empathy. Be considerate, respectful and open-minded to their situation and the bigger picture. Be prepared to offer solutions to resolve conflict.

When we communicate we can be assertive or considered as needed but never aggressive or passive.

We admit our shortcomings and are not defensive when others help us with them. We listen to understand and are patient, giving people enough time to convey their message. We don't jump to conclusions, instead we provide considered deductions.



# EMBRACE HARD CONVERSATIONS



## Ask Yourself:

- Have I assessed, analysed & evaluated all the data to support my thinking, before engaging in a discussion with our clients or my peers?
- Have I been able to reach consensus internally before communicating externally with the client?
- Have I considered an integrative solution that potentially merges different perspectives to the issue at hand?
- Am I willing to compromise or find a mutually acceptable solution?
- Have I worked with others to find a solution which satisfies both parties concerns?
- Am I considering the other person's circumstances and being empathetic when communicating?
- Am I communicating openly and honestly about what I think and feel with my peers?
- Have I shared the problem with a colleague, Cultural Leader or Team Leader to find an alternative solution?

# MAXIMISE ASSET VALUE

## Our Internal Meaning:

At MineScope our vision is to build a sustainable company with a team who want to contribute value for the long term. When we work as a team towards this common goal, there is very little we can't achieve. It requires each of us to have commercial awareness around our actions and behaviours and how this will affect the future of MineScope.

## Our External Meaning:

We operate in a relationship business where our reputation is dependent on the quality of the service we provide. To build a sustainable MineScope, we believe it is critical to exceed our client's expectations and maximise the value of their asset.



# MAXIMISE ASSET VALUE

## Ask Yourself - Internal:

- Am I willing to give more than I take?
- Is my effort balanced with the commercial outcome?
- Are my actions contributing to a sustainable MineScope?
- Have I sought to understand the ramifications of the financial decisions that MineScope makes?

## Ask Yourself - External:

- Do I understand what our client's expectations are?
- Am I contributing value to our client and exceeding their expectations?
- Do we know what will add the most value to the client and can we implement that?
- Am I confident explaining to the client that their 'actual need' may be different to their 'stated need'?





# JOINT VALUES CONSTITUTION AGREEMENT

*I commit to the MineScope Values Constitution and, as a MineScope team member, agree to work by and be held to account by these Values.*

**Name:**

**Signature:**

**Date:**





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