



## The Aurrene *Difference*

Curious about who we are? Simply put - at Aurrene we're just *different*.



We accept company information is not easy to find - but candidly that's the way we like it. We're not a listed company on the ASX grabbing headlines to satisfy the latest market whims or trends. Thankfully our management have no share price to cause sleepless nights. Neither are we an exploration junior that's perennially underfunded and always struggling for the next dollar

You will not find us in the media pages or on the list of those taking part in the endless conference circuit giving presentations attempting to convince others of the strength of our business – that's just not us. Self-promotion is not part of our DNA. We hope we're more than that.

What we are is a well-funded private company (with no debt) which leaves us in a strong position as the masters of our own destiny. It is that flexibility which affords us the freedom to think *differently* as well as operate *differently*. As a company we will let the strength of our reputation speak to the quality of our business and our *Team*.

At Aurrene you will hear us talk a lot about our '*Team*'. This starts with the most junior role on site up to the most senior. Every person in our *Team* is valued and has a contribution to make. All little details matter whatever the role. The overriding quality that *differentiates* all Aurrene *Team* members is the ability to get the simple tasks done. We strive to challenge the norms of operation every single day. As part of that *Team* our people are encouraged to develop, yet challenged to solve problems, to innovate every day and to be held accountable for 'getting things done'.



As a private company our family owners recognise the most important building block to success lies in the strength of this '*Team*', building one that shares the Group's vision to be *different*. Sure the mining industry is booming in Western Australia – but finding the right people fit is no easy task.

At Aurrene we strive to build a quality operation that is '*special*' where being part of the '*Team*' is an important component of the work experience. Accordingly, we provide our *Team* with the tools they need to succeed - whether it be '*new equipment for new projects*' , or building an airstrip to facilitate easy site access, or even construction of our new Forest Cabin Village at Mt. Ida which is truly second to none.

We are always conscious of the need to focus on our people as the key to being successful – so we take a *different* approach. Unlike other companies that focus simply on the 1 day a month they pay their staff, at Aurenne we focus just as much on the other 29 days. Sure we need to provide competitive packages for that 1 day but we focus just as much on providing people with a work experience to be proud of and an environment that allows the other 29 days and the time away from families and friends to be acceptable and hopefully enjoyable.



Whether that is chatting with colleagues in the Bottle Creek Inn after a long day or such simple things as retiring to bed with a comfortable pillow, our focus is to provide an environment to enable our *Team* to perform.

Absolutely we are competitive with our remuneration structures but being private we can also think *differently* about how we retain and reward the *Team* if they choose to invest their working time with us.



In the delivery of any successful project it is right that the *Team* is able to share in its success - a 'pat on the back' only goes so far. Though others may view stakeholders' roles as *different*, we see them as similar. Our *Team's* investment comes from devoting time to our projects; our owners investment comes from providing the financial capital to develop them. We cannot survive as a business without the appropriate balance of both. Neither group can benefit at the expense of the other.



As a simple illustration, we continually look to enhance value in the resources we hold on our ground. Whether it be gold, nickel or the heavily sought after Lithium, projects can be 1-3 years in development. Where success is achieved our owners are happy to share developments with the *Team* that has invested their time generating that value.

Through the programs we run, *Team* members can create real future value from investing their time with us, as opposed to being offered incentives over which they have no control and which invariably offer little real cash value at the end of the day. We recognise salaries generally pay bills so we provide *different* reasons for people to spend their valuable time with us.

All these elements add up to what we call the '**Aurenne Difference**'.



We are always seeking people to join our *team*. With the new Mt. Ida project underway we are actively seeking those that want to be *different*. So if that sounds like you and you want to focus on all working days in a month as opposed to just holding out for that 1 day, then look us up. If the 1 day is all you focus on then please give us a wide berth - our people are *different*.

