

October 2026

DESTEC CONTRACTING

INSIDE THE APPRENTICESHIP JOURNEY

Every qualified tradesperson was once an apprentice, learning the ropes, asking questions, building confidence and gaining experience one job at a time.

At Destec, we currently have the opportunity to see that journey from three very different perspectives. Michael has completed his four-year apprenticeship with Destec and is now working as a qualified tradesperson, Liam is heading through his fourth year and nearing the finish line, while Marcus is at the beginning of his journey as a first-year apprentice in our workshop.

We caught up with all three to hear what the apprenticeship experience is really like, from the lessons and challenges along the way to the people who have helped them, the skills they've developed and what they're looking forward to next.



MICHAEL MURCOTT
TRADESPERSON | FORMER APPRENTICE

"As a person I am proud of how far I have come, from a 16 year old fresh out of school to where I am now."

MICHAEL MURCOTT

FIRST APPRENTICE TO FULLY QUALIFIED

Michael's journey with Destec began when he was just 16 years old, joining the team as our very first apprentice. What followed was four years of hands-on learning, new challenges and plenty of experience along the way.

At the end of last year, Michael officially completed his apprenticeship and took the next step in his career as a fully qualified tradesman with Destec.

We caught up with Michael to look back on where it all began, the lessons he learned along the way, and what it feels like to have made the transition from apprentice to tradesman.



What made you decide to become a tradesman in the first place? And why did you choose Mechanical Fitter? School was not my thing. I wanted to do something hands on and not be in class. My dad told me that if I wanted to leave school, I needed to get an apprenticeship. I always enjoyed cars and mechanical work so Mechanical Fitter seemed like the best choice.

How did you come to start your apprenticeship with Destec? I initially started as a Trades Assistant in the workshop during the Gudai Darri build period, and after working for a period of time I commenced an apprenticeship.

What do you remember about your very first day? My first day was a 12-hour day and I was working on assisting the build of a conveyor. I really enjoyed it, it was a fun day, worked with a team on an assembly line, got straight into it.



What was the hardest part of your apprenticeship? My last TAFE unit, was a computer-based learning, Word & Excel which is not my strength, as a hands-on person I did struggle with that unit.

What's the worst job you got given as an apprentice? When I was working in Canning Vale I had to wash down machinery that came back from Gudai Darri, it was pouring with rain, and I had a leaking hose, with no shelter, it was a memorable day.

What's the best job you got given as an apprentice? Working on new equipment, that is not covered in Pilbara dust and dirt.

What's one tool you couldn't live without now? Grinder & Rattle Gun.

What's something you can do now that you remember finding difficult when you first started? Being able to read a manual and interpret a drawing and be able to understand what I am reading.



Did you get the opportunity to work across different jobs, equipment or projects during your apprenticeship? Which experience stands out? Yes, I have working across a few project, Gudai Darri, Poondano, Wiluna and two different workshops. Gudai Darri stands out as I was involved in the construction and the operations to a larger scale.

What is one mistake you made as an apprentice that you learned something valuable from? To always be careful and take your time, there was one incident when I was operating a forklift to move a gearbox and it was wet and ground was slippery and should have gone slower and dropped the gearbox which chipped it. Always be very careful moving things around now.

Who were some of the people who helped you throughout your apprenticeship? Charlie has been a great mentor for my apprenticeship. And Andy although not a Mechanical Fitter, has been a good person to look up to in the workshop with his knowledge of the industry.

Was there anyone who particularly took you under their wing or taught you something that has stuck with you? Sas has been really good to learn from in different aspects outside Mechanical Fitting.

How did it feel when you found out you had officially completed your apprenticeship? Was working in the workshop on the Lathe at the time, I found out I was fully completed. I was just proud of my accomplishment, and happy the effort would be rewarded in a tradesman salary.

What's been the biggest difference between being an apprentice and being a qualified tradesman? As a tradesman you can't make mistake, you have no excuses anymore.

What are you most proud of when you look back over your apprenticeship? Started Gudai Darri from construction to demobilisation, to have seen the whole journey of the site. Also as a person I am proud of how far I have come, from a 16 year old fresh out of school to where I am now.

If you could go back and talk to yourself on your first day, what would you tell yourself? Don't be doing all those crazy hours so quickly, started as a Trades Assistant on 12 hour days, sometime 7 days a week during the construction. You need to balance you job and your life.

Where would you like your trade to take you over the next few years? I would like to develop new skills, keep learning if there is potential new areas of skills, or potential training in leadership.

What advice would you give our current workshop apprentice, who is now about 12 months into his own journey? Make sure that Charlie is always fed on time.

LIAM BURKHARDT

4TH YEAR APPRENTICE

Liam joined Destec in 2023 as a first year apprentice and is now heading into the fourth year of his apprenticeship. Primarily based on site, Liam started his journey at Gudai Darri mine site before moving to the C4 Wiluna Project.

We caught up with Liam to hear about his apprenticeship experience so far, life on site and what he's learned along the way.

You've just started your fourth year, how does it feel knowing you're getting close to completing your apprenticeship? It feels really rewarding knowing I have put in the work and effort into sticking with my trade throughout the last 3 years. I feel very proud of myself.



Looking back to your first year, how much do you feel you've developed since then? I feel as though the biggest change I have noticed over the years, is the confidence I have developed in my trade skills. Looking back to where I began, I can really appreciate how much I didn't know and how much I still don't know when it comes to mechanical fitting. It's such a broad trade!

What has been the biggest thing you've learned during your apprenticeship so far? One of the most valuable lessons I believe I've learnt is that anything can be fixed. There were many times throughout the years where I was 100% convinced we could not achieve what we set out to achieve and 100% of the time I was proven wrong.



What skill or area of your trade do you feel most confident in now? I believe the fitting skill I feel most confident in now that I am in my 4th year is fault finding. Learning the trade on the production side of the industry, I am subjected to fault finding on an almost daily basis. I feel as though as my understanding of the machines I work on increases, so does my understanding in general fault-finding process.

What has been the most challenging part of your apprenticeship? My most challenging part of my trade was definitely my first year specifically the first 6 months. A combination of feeling like I had no idea what I was doing and external circumstances outside of my work life made it a very challenging year. I'm very proud of myself for pushing through it.



Is there a particular job, project or experience that has taught you the most? The job that taught me the most would have been working closely with Charlie in the workshop under the supervision of Andy. The technical experience I gained rebuilding the screens for Gudai-Darri as well as the guidance and support of the workshop allowed me to cultivate valuable skills.

Who has helped or influenced you the most throughout your apprenticeship? I have had the privilege of having many tradespeople mentor me throughout my apprenticeship. Some of the most influence I have received throughout my apprenticeship would definitely be from Justin Anzellino and Woody who have helped shape me into the fitter I am today. I would also like to mention Steve Taylor for keeping me in line throughout my apprenticeship and giving me some much needed support/perspective at times.

What's one tool you couldn't live without now? Hands down the one tool I cannot live without is a 150mm steel rule. I use this tool for almost every single fitting job I do and wish I made it a habit earlier on in my trade as it would of saved me a lot of walks back to the tool store when I was guessing tooling sizes.

What are you most looking forward to about becoming a qualified tradesman? What I am looking forward to most about being qualified is the added responsibility and opportunity that inherently comes with the role. It is a sink or swim moment and I am very excited for the challenge.





What advice would you give to an apprentice who is only in their first year? If I could give one bit of advice to someone starting their first year, it would be to embrace mistakes and take the time to learn from them. It only gets easier and at the beginning mistakes will be made more often than not so don't be too hard on yourself because no one is expecting perfection.

MARCUS SUCUR

1ST YEAR APPRENTICE

Marcus joined Destec in October 2025 and is now preparing to head into the second year of his apprenticeship.

Based in our workshop, Marcus has spent his first year building his skills, gaining hands-on experience and learning from the team around him.

We caught up with Marcus to hear how his first year has gone, what he's enjoyed most and what he's looking forward to as he heads into year two.



You've now been with Destec for around 12 months – how has your first year been? Good, I have learnt a lot already. I have worked with good people, such as Charlie who is a good role model, he is always positive, he takes time to explain but over explain which what you need when you are learning and is a good bloke.

What made you decide to start an apprenticeship in your trade?
I did not want to go to uni, and my parent said if I wasn't going to go to uni, I needed to get an apprenticeship. As I really enjoyed working on mechanical stuff, like cars I felt a Mechanical Fitter apprenticeship was the best path.

What were you expecting when you first started, and has the reality been different? Didn't know what to expect so the reality has been different but has been a very positive experience.



What's the biggest thing you've learned in your first year? Rebuilding a HP6 Cone Crusher with Ronnie, was a good learning experience.

What job or skill have you enjoyed learning the most so far? Really enjoy working on gearboxes, you have to pay attention, it is a puzzle you need to work out how it all works together and very rewarding when you understand it and figure it out.

What's been the most challenging part of your apprenticeship? Waking up early.



Who in the team has helped you along the way?
Everyone in the workshop has been great, Charlie and Ronnie have been most hands on with me so far.

Is there anything you can do confidently now that you wouldn't have known where to start with 12 months ago?
Setting the backlash on the HP6 Cone Crusher.



What are you looking forward to learning or achieving over the next 12 months? Going back to TAFE for the face-to-face course work, really enjoyed the 2 blocks I have done so far, enjoying the learning

After your first year, what advice would you give to someone thinking about starting an apprenticeship? It is a great experience, but it is important to always listen, take your time, and learn from the experiences, mistakes and lessons of others.

Three apprentices, three different stages, and plenty still ahead.

From Michael joining Destec at just 16 and going on to become our first apprentice graduate and a fully qualified tradesman, to Liam heading into his fourth year and Marcus preparing to begin year two, each of their journeys has been different.

Along the way, they've gained hands-on experience, learned from the people around them and continued to develop both their skills and confidence in the trade. Their stories are also a reflection of the time, knowledge and support provided by the tradespeople, supervisors and teams who have worked alongside them throughout their apprenticeships.

We're proud to have played a part in each of their journeys and to see our apprentices continue to learn, develop and take the next steps in their careers.





What's something your workmates might be surprised to learn about you?

I am the second youngest of five kids, technically one of my older siblings is my twin sister who is 11 minutes older than me. I do usually get asked if we are identical, given I am not a 5ft 2 female, I don't believe so. I am married and a father of three boys ranging from 10 to 20yrs old with the oldest currently completing an apprenticeship as an electrician.

If you could travel anywhere tomorrow, where would you go?

At the time of writing this, Melbourne for the Grand Final. Otherwise, I'd be back in Italy tomorrow, enjoying the food, the culture and a few good wines. I really enjoy travelling and experiencing different places, although travelling with the kids does mean that no matter where you are in the world, there's a good chance someone will be ordering nuggets, cheeseburgers and chips.

What's the best piece of advice you've ever been given?

Don't spend too much time worrying about things you can't control. All you can do is control how you react to the situation and how you treat the people around you. Do your best, keep things in perspective, and don't let the little things get to you.


EMPLOYEE OF THE
MONTH


DESTEC
Work Together
EMPLOYEE
OF THE
MONTH
CHARLIE PIRHONEN
FITTER – WORKSHOP
Charlie's consistently positive influence within the team is evident every day. He is always willing to provide support and guidance to the younger fitters, sharing his knowledge and experience and helping them build their skills and confidence.
In particular, Charlie has taken an active role in mentoring Marcus through his apprenticeship, supporting his development in the workshop and taking the time to pass on practical knowledge and experience.
Nominated by Andrew Flowers
Well Done!
THANK YOU FOR YOUR CONTRIBUTION
DESTEC



Safety Focus: Hazard and Near Miss Awareness

See Something? Say Something!

Over the past few months, we have seen a noticeable drop in the number of hazards and near misses being reported across the business. While fewer reports might sound like a good thing, reporting is an important part of identifying risks before they result in an injury or serious incident.

A hazard can be something as simple as material on a walkway, damaged guarding, loose cables or an unsafe condition. A near miss is a close call where something has happened, but fortunately no one was hurt. Both give us an opportunity to act before something more serious occurs.

We encourage everyone to keep an eye on their surroundings and speak up when something doesn't look right. If you see a hazard or experience a near miss, make the area safe where you can, report it through the appropriate channel and let your supervisor know.

Every report helps us identify trends, fix problems and prevent the same thing from happening again.

Small observations can make a big difference. See it. Make it safe. Report it. Learn from it.


DESTEC
SEE SOMETHING?
SAY SOMETHING!
Small observations make a big difference.
Hazard and near miss reporting has dropped significantly over the past few months.
Help us turn this around — report what you see.
HAZARDS AND NEAR MISSES CAN LEAD TO SERIOUS INCIDENTS.
HAZARD
NEAR MISS
HAZARD
A situation, condition or object with the potential to cause harm. Nothing has happened yet.
NEAR MISS
A close call where something happened, but no one was hurt.
BELOW ARE SOME EXAMPLES
Hazards and near misses can happen anywhere, at any time.
ROCK SPILLAGE NEAR A CONVEYOR WALKWAY
MACHINE WITH DAMAGED SAFETY GUARDING
DUSTY CONVEYOR STRUCTURE
ROCKY MATERIAL FALLING FROM A CHUTE
FRANNA ALL-TERRAIN CRANE LIFTING A LOAD WITH RIGGER
LOOSE BLACK CABLES ON GROUND
IMMEDIATE ACTIONS
1 KEEP YOURSELF AND OTHERS SAFE. ASSESS THE RISK.
2 REPORT IT. TELL YOUR SUPERVISOR OR USE THE REPORTING CHANNELS.
3 TAKE A PHOTO IF SAFE TO DO SO. (OPTIONAL)
4 FOLLOW UP. HELP US FIX IT AND PREVENT IT IT HAPPENING AGAIN.
SEE IT. MAKE IT SAFE.
REPORT IT. LEARN FROM IT.
SAFER PEOPLE
SAFER WORKPLACES
A STRONGER TEAM

Mental Health Month



Mental Health Month is held in October each year, with World Mental Health Day taking place on 10 October.

This is an important moment to raise awareness of mental health, reduce stigma and encourage people to seek support when they need it.

It's also an opportunity to pause, check in with ourselves and those around us, and reflect on how we can look after our own mental health and wellbeing.

Mental Health Australia, the national peak body for the mental health sector, coordinates the national Mental Health Month campaign. This year's theme is Together We Thrive.

Whether at home, at work, at school, in the community or online, this Mental Health Month we're encouraging everyone to start conversations, share their stories and strengthen the connections that help us thrive.

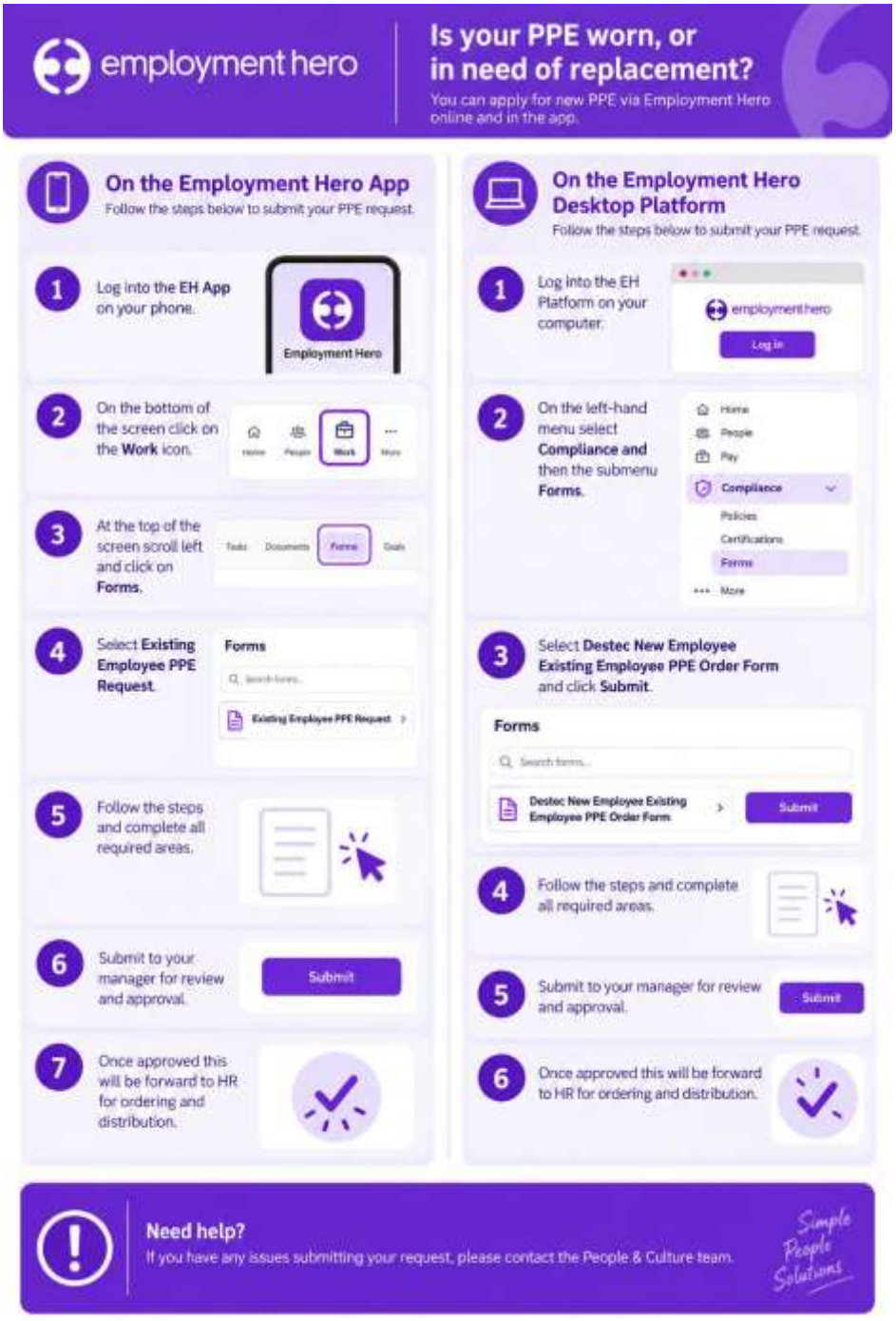
Please note that while Mental Health Australia lead the Australian campaign, the official 2026 World Mental Health Day theme is set by the World Federation for Mental Health. This year the global theme is Lived Experiences Heard: Real Voices, Real Change.



Employment Hero- Applying for Leave



Employee Hero- Requesting PPE







Better Health Co.

About Better Health Coaching

The Better Health Coaching Service is a health coaching program for Destec Employees. When you sign up, you get access to up to 10 x 30-minute phone appointments with a tertiary qualified health coach.

Your health coach can help you:

- Drink less alcohol.
- Fuel your body with healthy food.
- Move your body in enjoyable ways.
- Use mindfulness to manage stress better.

- Improve your sleep routine.
- Quit smoking.
- Build social connections with family and friends.
- Manage your health conditions like diabetes, heart disease, or cancer.

How to register

Getting started is as simple as registering your details on the sign up page, or if you'd prefer, you can call and speak with them directly on 1300 822 953.

You do not need a referral from a GP or health professional to join and there are no waitlists.

Once you have registered online, the Better Health team will be in touch to get you started. This service has been designed to fit in with your everyday routine. Coaching appointments are available from 9am until 9pm Australian Western Standard Time (AWST).

1 - Your First Appointment



2 - Your Follow Up Appointments



3 - Greg's journey in Better Health Coaching Service





2026-09-21 Destec Memo Site Employee Christmas and New Years Bonus Program

Destec Memorandum

To: All site-based employees	Date: 21st September 2026
CC:	From: Steve Wyatt
Re: Christmas and New Year Bonus Program 2026/2027	

Hello Team,

In appreciation of employees who are required to work over the festive period, and in acknowledgment of the hardship faced by some when being away from family and friends, Destec is offering a bonus program for **full time and casual** site-based employees who meet certain criteria.

Employees who are rostered to work over the Christmas and/or New Year's period and who work their **full rostered swing** (including 14/7, 8/6 and 7/7 rosters) will be eligible for the following:

- A one-off bonus payment of $750 (subject to tax) for working their full swing which includes working on the **25th of December 2026**.
- A one-off bonus payment of $750 (subject to tax) for working their full swing which includes working on the **1st of January 2027**.
- A one-off bonus payment of $1500 (subject to tax) for working their full swing which includes working on both Christmas and New Year's Day.

For clarity, if an employee does not work their full rostered swing, they will not be eligible for any payment.

Working a **full roster** means working each and every day of the (normal) rostered swing. If an employee is requested to work over this time but would not normally be rostered to work, they will be eligible for the payment providing they work each and every day they have committed to work.

An employee has **not** worked a full swing if they:

- Did not fly-in or out on their scheduled flight (unless the reason was due to a change by the airline or Destec);
- Took **any** time off during the swing, including time off as annual leave, sick leave or unpaid leave; and/or
- Were late to work or left work early **on any day** during their swing.

For clarity, if an employee does not work their full rostered swing, they will not be eligible for any payment. No partial bonus payments will be made.

For those employees who are eligible for a bonus payment it will be made ***within two pay run cycles*** after completion of their full swing.

If you have any questions or concerns in relation to this matter, please contact HR on human.resources@destec.net.au.



Drew Brysse - Fixed Plant Operator - Wiluna



We welcome **Drew**, who joins us as a **Fixed Plant Operator,** commencing on the 30th of September at Wiluna. With more than 15 years of experience across mining, mineral processing, port operations and heavy industry, Drew brings extensive experience in crushing circuits, process plant operations, mobile plant and control systems.

His background includes gold, nickel and iron ore operations, along with previous leadership experience supervising large-scale stockyard operations.

With a strong focus on safety, teamwork and operational efficiency, Drew brings a wealth of practical industry experience to the Destec team.



We are committed to fostering a safe, caring, high-performing, and inclusive workplace where diversity is celebrated, employees are valued, and overall wellbeing and professional growth are prioritised.

WILUNA - VACANCIES

We currently are seeking the below to assist in supporting for our Wiluna Operations:

- Mechanical Fitter (2&1)
- Electrician (2&1)
- Fixed Plant Operator (2&1)

REFER SOMEONE. GET REWARDED.

Some of our best people come through recommendations from our own team.

Under Destec's Employee Referral Program, eligible employee referrals can receive up to **$5,000**, with payments made at key milestones as the referred employee progresses through their employment.

So, if you know someone with the right skills, attitude and experience, send them our way!


MOVEMBER®
ARE YOU
PARTICIPATING IN
MOVEMBER?
NEWSLETTER
WOULD YOU LIKE TO BE
FEATURED IN OUR NEWSLETTER?
Share your Movember journey and help
get some exposure for your cause!
CHALLENGE A FRIEND • GROW TOGETHER • CHANGE MEN'S HEALTH



Destec Social Media

We're excited to share that we're ramping up our activity on the company **LinkedIn page**, and we encourage all employees to follow us!

Following our page is a quick and easy way to **stay updated** on:

- **Company News and Milestones:** Be the first to know about major achievements and important announcements
- **Culture and People:** Get a look at internal events, team achievements, and the great people who make our company successful.

➡️ **Click here to follow the page:** https://www.linkedin.com/company/desteccontracting

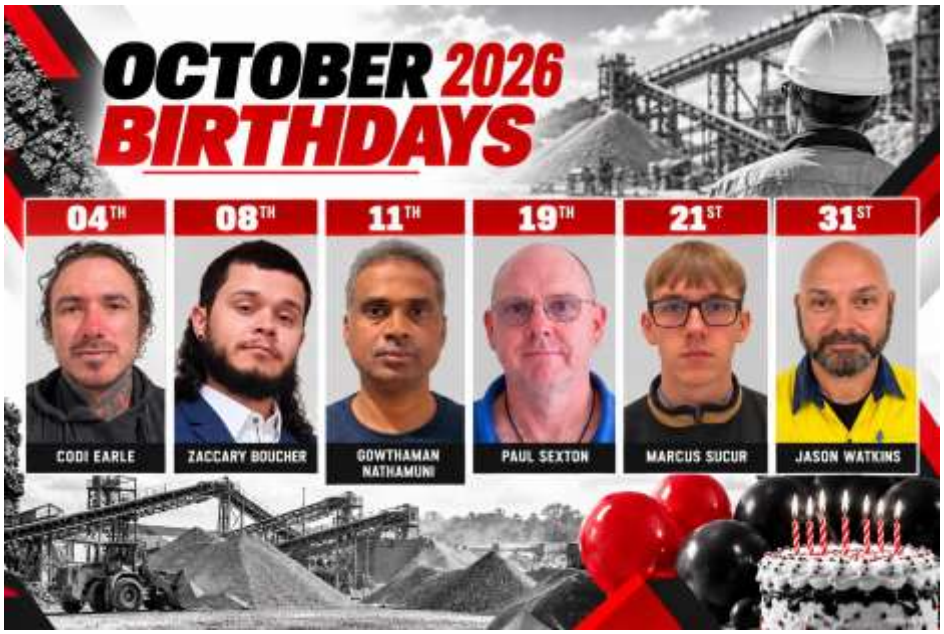
Let's connect!





Congratulations on reaching another employment milestone! Thank you for your dedication, hard work, and the positive impact you continue to make. Here's to another successful year with the team.





Happy Birthday to all our team members celebrating their birthday in October!

We hope you have a fantastic day and get the chance to celebrate with family and friends.

Wishing you all a great year ahead from everyone at Destec! 🎉 🎂



Pilbara Bush Art- Jason Hanmer Photography





Thank you to Trisha, David and Gowthaman for taking the time to engage with our teams and lead important conversations in support of R U OK? Day across Wiluna, Gudai Darri and Bibra Lake.

Meaningful conversations matter every day. R U OK? Day is an important reminder that checking in and starting a conversation can happen any day of the year.







