



# ZIA Values Case Study

## PYX Resources: Making a real difference to people's lives

In this series of case studies, we highlight the work of our members and how it aligns with the ZIA values. In this case study, Oliver B. Hasler, Chairman and CEO of PYX, shares information about the successful community programme PYX Cares.



## Our values and vision

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PYX Resources Limited is a producer of premium zircon, dual listed on the National Stock Exchange of Australia and on the Main Market of the London Stock Exchange. PYX's key deposits, Mandiri and Tisma, are in the alluvium-rich region of Central Kalimantan, Indonesia. PYX is the second largest publicly traded producing mineral sands company by zircon resources globally.

PYX Resources has ambitious growth plans to become one of the leading players in minerals sands. They seek to mine responsibly and invest in the wider communities in which they operate. Fundamentally, the company believes that business can be a catalyst for change.

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*Sustainability is not just a nice to have, it is the very foundation on which we have established our business.*



## Overview

PYX Resources was inspired by the **UN's Sustainable Development Goals (SDGs)** to guide their business ethos and development and joined the UN Global Compact in August 2022. With this in mind, **PYX** has introduced **PYX Cares** as a blueprint for making a difference and achieving sustainable growth.

A holistic sustainability programme, PYX Cares is designed to ensure they deliver sustainable value to all stakeholders, from empowering local communities and protecting the environment, to promoting diversity and making sure employees and the people of Kalimantan fully participate in PYX's long-term success.

The PYX Cares programme was established from the outset, in recognition of the crucial role the local community would play in helping to realise their growth plans.

Today, PYX Cares is the company's blueprint for making a positive impact in the communities in which they operate. The company believes that sustainable growth is only possible if strong, and mutually beneficial relationships are forged with local people, and if operations are carried out responsibly.

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*The UN Sustainable Development Goals give a structured approach to our PYX Cares programme, ensuring that the local community and our people see the impact of what we are doing.*

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*We are focused on making a meaningful difference to the communities in which we operate, to achieve sustainable growth, foster improvements in their quality of life, and to empower local communities.*



ZIA Value

Sustainable by going above and beyond to protect:  
**PEOPLE**



## Employee Welfare

Following the IPO in Australia in February 2020, PYX immediately took action to protect their employees by introducing international basics such as:

- Contracts of employment for each person
- Pension and health plans
- Paid holidays
- Healthcare
- Safety equipment
- Training
- Uniforms

While in many countries these basic conditions are taken for granted, it is not the norm in many developing countries and represents a significant improvement in employee working conditions. PYX also invested in the food nutrition given to its employees, ensuring that the meals provided are now tasty, balanced, and nutritious.

## Educating the workforce and rapidly rolling out the COVID-19 vaccine

Throughout the pandemic, PYX educated its employees on good hygiene, cleanliness and hand washing practices and ensured that every employee had the opportunity to have the COVID-19 vaccine. To date, 86% of PYX employees have received the third dose of the vaccine as part of the PYX Cares campaign. The campaign began in August 2021 and is anticipated to be completed by November 2022.

The organisation also supported the national blood donor programme by encouraging and supporting employees to give blood. The event carried out at the factory in Tumbang Empas Village was attended by 50 employees. PYX is the only company in the district to have a direct involvement with the blood bank drive. By their involvement PYX hopes to encourage more local organisations to take part.

## Upskilling the community

PYX aspires to employ as many local people as possible in a diverse workforce. Presently, the people fulfilling some professional roles have to be recruited from outside the local area because of a skills shortage. However, a collaborative programme involving the local university aims to provide training that will enable local people to acquire the necessary skills to apply for broader professions in the future.



ZIA Value

Sustainable by going above and beyond to protect:  
**COMMUNITIES**

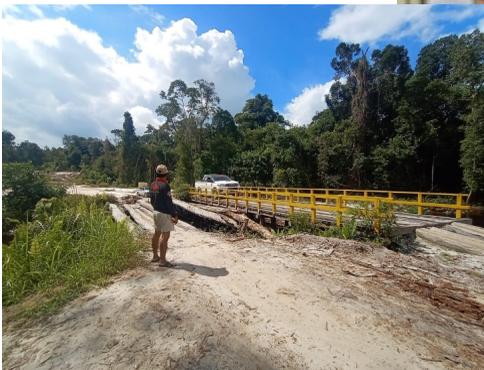
## Community Integration

PYX believes that the company should be an integral part of the local community and has worked with employees, local schools and authorities to identify issues that it can help address. As well as funding life-changing projects, PYX provides the expertise and labour to get the job done to ensure the local community directly benefits.

## Improving children's safety and learning

PYX installed a new drainage system at a local elementary school. Designed to significantly reduce flooding and standing water at the school, the system will improve the children's safety and learning.

Key school supplies were also donated to a local elementary school in Kalimantan, while plans are being made to help improve the school's facilities so each class has a designated classroom.



## Access to school

A local bridge was built to help children to get to school more safely and easily.

## Internships

In Human Resources, mining and within the factory, internships are helping local young people develop new skills, while a project with a local school to build accommodation for teachers will help attract and retain much-needed teaching resource in the local community.



ZIA Value

Sustainable by going above and beyond to protect:  
**ENVIRONMENT**

## Clean water

While PYX respects all requirements regarding the environment set out by the terms of its licence, they also have plans to work with the local community to ensure access to clean water by helping with local wells and considering what can be done about wastewater.



## PYX Cares for the environment

The PYX Cares programme also supports environmental initiatives. In July 2022, the company held a symbolic planting ceremony of 10,000 Bengkirai trees at their mine in Tumbang Lampahung, Indonesia, with management and staff beginning the planting process. The company has also donated to The Borneo Orangutan Survival Foundation, a non-profit organisation which works to conserve orangutans and their habitats in Kalimantan.

## Vision : Five years from now

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*PYX Resources will grow to be one of the leading players in mineral sands, taking the people and the community with us. Kalimantan will be a better place to live because of it.*



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ZIA operates a strict antitrust policy and Code of Conduct for all member communications and activities. Our members commit to ZIA values, which serve to encourage the industry to operate sustainably and with integrity.

