



**MEET STEVE**  
Corporate Counsel and  
Assistant Company Secretary

***“Given we spend so much time in the workplace, working with great people is important to me. The good news here is Ramelius is full of them!”***

**What is your name and job title?**

My name is Steve Meacher and I’m the Corporate Counsel and Assistant Company Secretary. I’ve been at Ramelius for eight months now.

**Being relatively new to Ramelius, what’s something you can say has already stood out in a positive way, setting them apart?**

For me, the standout has been how welcoming and engaging everyone has been from day one. Whether it’s been at the operations on the mines, in the Perth office, or with members of the Board, everyone I’ve met is genuinely positive about the work they do and the impact they have on the Company.

**What is something you are aspiring to accomplish in your career which you are yet to achieve?**

I’d like to be part of a wider team to find a deposit and take that deposit through development to (hopefully) construction and production. Of course, the hope would be that this would then go on to become the biggest mine in the region and produce for many years and keep us all busy.

**What’s most important to you in a workplace?**

It’s the people. Given we spend so much time in the workplace, working with great people is important to me. The good news here is Ramelius is full of them!

**Could you give me an example of a time you faced conflict while working in a team? How did you handle / manage that situation and still fulfil your responsibilities?**

Facing conflicting views comes with the territory when you’re a lawyer. For example, it may be that we want a certain position in an agreement and the counterparty has a different view and no one is keen to budge. It’s then a conversation (with more listening than talking on my part) to understand what the drivers are for the different positions, testing what can be accommodated in a way that helps us all achieve our goals and hopefully steer the outcome to a “win win” for all.

**What three character traits would your colleagues use to describe you?**

I’d like to think colleagues would describe me as smart, hardworking and funny.

**What inspired you to initially chose your career path?**

Before pursuing law, I worked in the health sector, doing everything from serving on the front lines in the army and running a hospital to being a medic on mine sites. Occasionally, I collaborated with lawyers on various issues, and I admired their approach to problem-solving. That motivated me to go back to university and study law, supporting myself by working on WA gold mines. After earning my degree, I spent several years working in law firms and a bank before getting the opportunity to move in-house into the mining industry. This role has allowed me to combine my passions for both mining and law, which I truly enjoy.

*Off the Record:*

**If given the choice of being the best at your worst job or the worst at your dream job, which would you pick and why?**

I’d probably go for being the worst at my dream job, because over time I like to think I’d improve (if only very slowly). Let’s assume I’m “new to the dream job” and that’s why I’m the worst at it. I think that a reality of beginning anything new is that you can expect it to be challenging and it’s to be expected not be great at things that are new to you. I think great outcomes rarely come from an innate natural ability but from hard work and consistent application of energy over time.

**What’s the best piece of advice you’ve received in your life?**

At Duntroon, I remember one of my training instructors offered all officers in training the following:

*“Not every hill is worth dying on”*

This advice has helped me when negotiating outcomes in my day to day role, be that with a regulator, for a position in a contract or seeking to resolve a dispute, it’s better to focus on matters that have significant consequences, rather than getting bogged down by small or trivial issues.

**Who would be the first celebrity guest in your very own talk show?**

I’d love to have a fireside chat with David Attenborough. As a legendary biologist, it would be fascinating to hear his insights on what he believes will unfold in the next critical chapter for our planet. I’d also be interested in his thoughts on how we can all contribute in a real and meaningful way to make a positive impact.