



CORPORATE PROFILE

Anitua

Commercial in Confidence





COMPANY DETAILS



We take the time to understand our customers' requirements, developing a collaborative approach and building efficiencies into end-to-end processes.

Company Name

Anitua Ltd

Address

Lihir

1st Floor Tinetalgo Building
Londolovit Plantation
Lihir Island
New Ireland Province
PNG

Port Moresby

Section 34
Lot 12 Croton Street
Hohola
Port Moresby NCD
Papua New Guinea

Postal Address

PO Box 72
Lihir Island
New Ireland Province
PNG

Website Address

www.anitua.com.pg

Number of Employees

Anitua Group: 3,000

Year Established

1989



LOCATION



You can rely on our team of national and expatriate project managers to successfully see your project through to completion.

The Anitua Group of Companies has its headquarters on Niolam Island, in the New Ireland province of Papua New Guinea. As Niolam is the principal island of the Lihir Group, it is generally referred to as Lihir Island. Lihir Island is located at longitude 152°38' E, latitude 3°07', and approximately 700km north-east of Port Moresby, the capital of Papua New Guinea.

The Group also has major offices in Lae and Port Moresby. Our subsidiary companies operate in over 30 different locations throughout Papua New Guinea.





ABOUT THE ANITUA GROUP



Anitua provides innovative and tailored solutions bringing together the best aspects of partnership, support, smart thinking and diversity of experience.

The Anitua group offers a breadth of services with the ability to provide complete end-to-end solutions

A 100% PNG landowner owned company established in 1989, the purpose of establishing the Anitua Group was to provide a means for landowners to participate in the Lihir Gold project, one of the world's largest gold mines. Today the Anitua Group is one of the largest single suppliers of goods and services to a broad range of industries across Papua New Guinea.

Anitua works with its range of business partners and clients every day to not only break new ground in a literal sense, but to constantly push the envelope – looking for better ways of servicing our clients' needs.

The Anitua Group can offer packages of services to those looking at major projects – construction, camp management, security, mining services and more. We also ensure our smaller clients are well looked after in the field of their needs – be it retail, security or civil works.

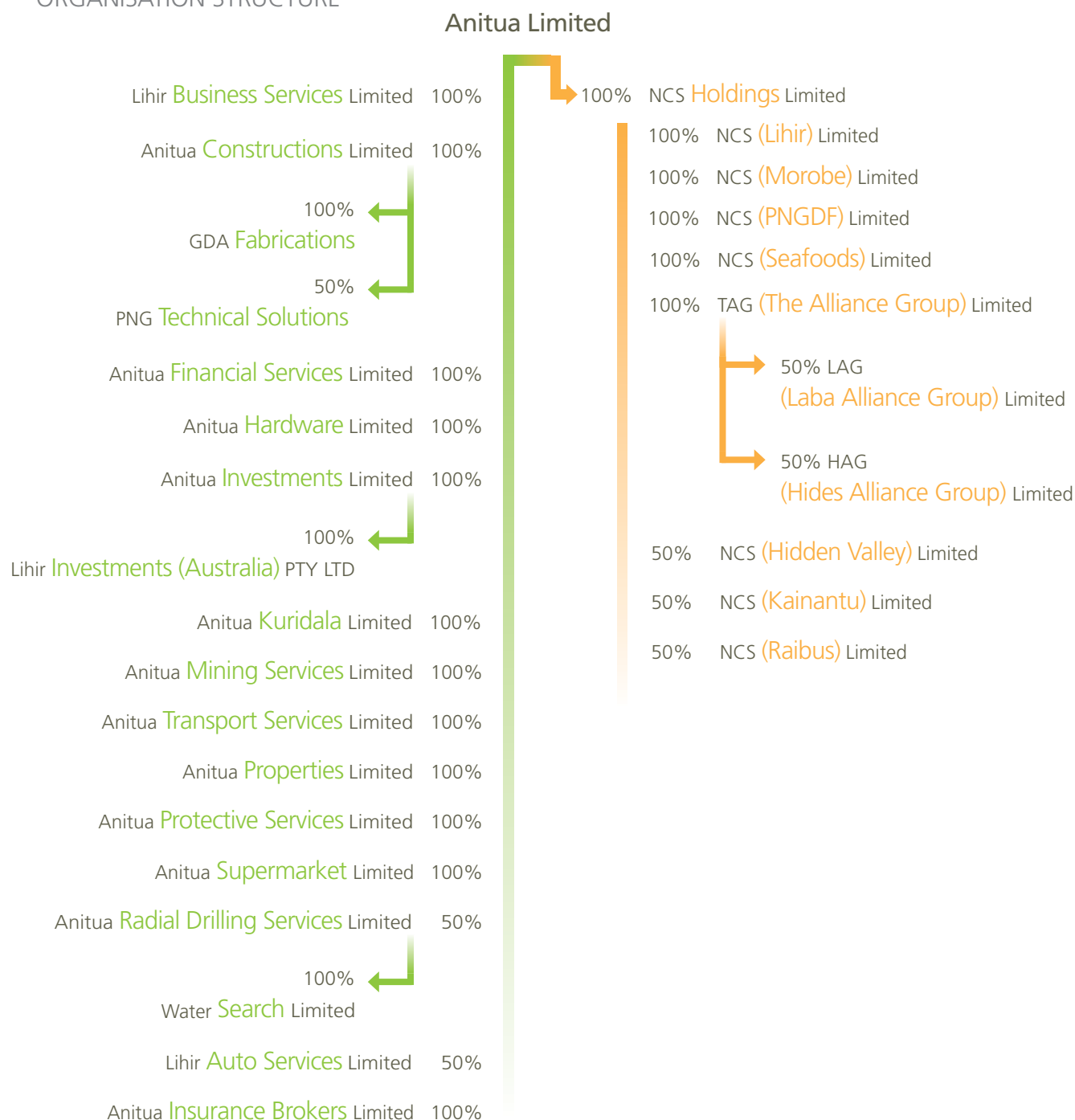
Socially responsible and progressive, the Anitua Group is a diverse range of specialised companies complementing and supporting each other to provide value to organisations across many industries.

The Group's impressive portfolio of businesses includes:

- Anitua Corporate Services
- Anitua Mining Services
- Anitua Radial Drilling Services
 - Central Drillers
- Anitua Constructions
 - GDA Fabrications
 - PNG Technical Solutions
- Anitua Protective Services
- Anitua Insurance Brokers
- Anitua Supermarket
- Anitua Hardware
- Anitua Investments
- Anitua Properties
- Anitua Farms
- Lihir Auto Services
- Lihir Investments (Australia)
- NCS Holdings
 - The Alliance Group (TAG)



ORGANISATION STRUCTURE





BREADTH OF EXPERIENCE



A highly qualified team of managers, each with considerable PNG experience, support and guide the workforce.

International Experience / Project Experience

Anitua operates on numerous sites primarily within Papua New Guinea, with major offices in Lihir, Lae and Port Moresby.

Industries Served

We serve major clients across a variety of industries including:

- | | | |
|--------------|-----------------|---------------|
| ■ Mining | ■ Education | ■ Hospitality |
| ■ Government | ■ Retail | ■ Agriculture |
| ■ Finance | ■ Manufacturing | ■ Oil and Gas |

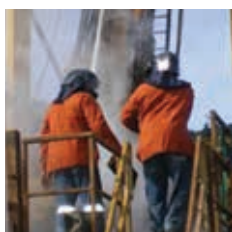
Projects

A diverse range of projects have been completed including:

- Provision of earthmoving equipment, including supervisors and operators
- Catering, housekeeping and camp management
- Engineering testing and certification
- Construction including commercial office blocks, resort style camp accommodation, residential housing and retail warehouses
- Civil construction and earthworks including a diverse range of engineered foundations, build pads and pipeline earthworks
- Banquets and VIP catering
- Security system installation and monitoring
- Warehousing, transportation and logistical support
- Remote video surveillance, fire and medical alarm monitoring
- Movement of up to 20 million cubic metres of mining material
- Town and rural road construction, upgrades and sealing
- Quarrying services including materials for mining and civil projects
- Drilling operations including geothermal slim hole drilling, geotechnical coring and horizontal drainage



WORKING WITH LOCAL COMMUNITIES



Our deep understanding of both customary and modern-day laws in the PNG region assists in the facilitation of smooth business dealings between contractors and local landowners.

Providing prosperity to the communities is embedded within our culture

With operations scattered throughout PNG, Anitua's people have become immersed within a variety of local communities. Taking the time to understand the different customs and beliefs, our people are always sensitive to their issues.

Anitua has gained the respect and confidence of many landowner groups across PNG for our honesty and integrity in dealing with landowners.

As the World Bank commended 'premier example of a group of successful landowner owned businesses in Papua New Guinea', we are driven by a desire to provide prosperity to the communities in which we operate – by providing employment, training, social services and sponsorship.

We work with our clients to ensure their 'local hire' requirements are met. The overwhelming majority of our workforce are Papua New Guinea nationals, so we are experienced in industrial relations issues and working with local landowners, to ensure they get to participate in and benefit from major projects.

Excellence to customers and prosperity to our communities

As a 100% PNG owned company, Anitua is well experienced in working with local/indigenous communities. We understand the importance of giving back to our communities, which is best summed up by the The Anitua Group of Companies Vision – 'A fully committed workforce delivering excellent services to our customers and prosperity to our communities'. Providing prosperity to the communities is embedded within our culture, so we know the importance of hiring and training local people in each area we operate in.

Sustainability through growth

We strive for sustainability, by growing our companies, in order to not only provide prosperity to the local communities within which we operate, but also in regards to ongoing dividend payments to our 2,500 Lihirian shareholders, to ensure sustainability for the Lihirian Community.



OTHER RELEVANT INFORMATION



Each of our businesses provides specialised services supported by a wealth of industry experience.

A perfect partner

Anitua's highly trained staff, strong management and safety focus, combined with strengths of cultural knowledge and local experience, makes Anitua a perfect partner.

Financially stable

Furthermore, the Anitua Group is financially stable, with excellent management systems and corporate governance controls. The World Bank reported that the Anitua Group has the right commercial model for ongoing sustainability and success.

In terms of management, all of our companies are run to board level, with proper accounting, board meetings, dividends and sustainability provisions.

One-stop-shop approach

With its breadth of services and ability to provide complete end-to-end solutions, the Anitua Group can offer a one-stop-shop approach.

Anitua has the ability to provide multiple services – from mining and drilling services, camp construction, operations, and accommodation solutions, to catering, janitorial and security services, hardware supply, retail operations, vehicle supply and more.

The employer of choice

The Anitua Group employs 3,000 people throughout Papua New Guinea. Our commitment to provide excellent working conditions and training to each and every one of our employees means that we not only provide top quality services to our clients but that we are now the industry's employer of choice.



Employee training and development drive continuous improvement in safety and in the management of risk throughout our workplace, operations and processes.

The Safety and Health of all Anitua employees, contractors and visitors is a value which will not be compromised. We are totally committed to fulfilling all of our Safety and Health obligations.

*John Gethin-Jones
Chief Executive Officer
Anitua Group of
Companies*

SAFETY, HEALTH, ENVIRONMENT & COMMUNITY (SHEC)

Thinking, working and living safety. Every day.

Safety is in everything we do. You'll find it in the way we act, the way we talk and the way we think.

Employee training and development drives continuous improvement in safety and in the management of risk throughout our workplace, operations and processes.

Our focus on safety extends beyond our organisation to collaborative programs with contractors, clients and business partners.

It's more than removing hazards. It's a culture of safety. How we think, work and live – every minute of every day.

Vision

Develop, empower and inspire our employees to value their environment, health and safety through committed and passionate leadership and continuous improvement that results in an incident-free business environment.

Strategy

Safety and Health are two components of our Integrated Safety, Health, Environment and Community (SHEC) management system. Our Strategy is centred on three core elements:

- Our people
- Excellence in business
- Industry-leading safety



SAFETY, HEALTH, ENVIRONMENT & COMMUNITY (SHEC)



*It's more than
removing hazards.
It's a culture of safety*

**Manage risk
for greater
peace of mind**

Our SHEC Strategy is centred on three core elements

Our people

Driven by a dedicated leadership team, Anitua is committed to develop, empower and inspire our workforce with a focus on valuing safety, health, the environment and the community. The process for this includes:

- On Site Support
- Employee Selection
- SHEC Training
- Behavioural Based Observation
- Hazard Identification
- Hazard Management
- SHEC Intervention Training

Excellence in business

Aligned with our people, the integration of safety, health, environment and community systems across our business and operational processes drives continuous performance improvement. Always with a focus on safety.

Key areas of focus include:

- SHEC Compliance
- Fitness For Work
- Injury Management
- Health Hazard Management
- Health Hazards Exposure Monitoring
- Integrated Operational Risk Management (IORM)
- Permit to Work Systems

Industry-leading safety

Our strong commitment and focus on safety is demonstrated through statutory and non-statutory compliance, supporting our safety, health, environment and community obligations. The success of our focus has grown our reputation as an industry-leader in safety and is supported by:

- Obligations Management and Assurance
- Document Control
- Strong Community Involvement



SAFETY, HEALTH, ENVIRONMENT & COMMUNITY (SHEC)



Employee training and development drives continuous improvement in safety and in the management of risk throughout our workplace, operations and processes.

**Innovation, safety
and training form the
basis of our success**

Safety, it's in the way we work

The Anitua Group cut its teeth servicing clients in the mining industry which is governed by some of the strictest workplace safety legislation in the world. Understandably, our safety procedures and systems have therefore developed in to some of the most rigorous in PNG.

Staff across each of our businesses are well trained in both their actual job as well as industry specific safety requirements. Additionally, we are supported by our Safety Health Environment and Community team.

There is no doubt that the Anitua Group is the service provider of choice when it comes to safety. Our absolute focus on safety and training is part of our commitment to the delivery of world-class solutions.

The Anitua Group's safety systems and procedures are in accord with PNG and Australian mine safety legislation. We also have an expert Safety, Health, Environment and Community team that operates with a single aim of maintaining safety as our number one priority. Our systems align to ISO 18001, 14001 and 9001 principles.

Our SHEC team conducts its own Safety Leadership Program and Safety Awards Program.



WORLD BANK COMMENDATION AS A STANDOUT LANDOWNER COMPANY



On EMTV's 'Business PNG' program, the Anitua Group was commended by World Bank Country Manager, Laura Baily, as a stand out example of a successful, special and unique landowner company, and one of the best in PNG.



Special mention was also made of camp management and catering company NCS, a subsidiary of the Anitua Group. Surveys carried out by the World Bank highlighted that the Anitua Group of Companies has the right commercial model, which is deemed critical to ongoing sustainability and success. Laura went on to explain that for landowner companies to be successful, they cannot behave as a social entity – but must have a clear and focused commercial model.



The Group's clear and explicit understanding of its business goals (operating alongside its clear social goals) and its ability to attract senior talent who have a genuine commitment to development and a focus on building the skills of PNG workers have been key factors in the Group's success.



The Group was recognised for being able to grow and expand beyond the initial resource project that enabled the Group to exist – to expand and diversify the businesses within the Group and to expand geographically throughout PNG.

This successful expansion and diversity of the Group's portfolio of businesses has contributed to providing sustainable jobs, training a large number of people and helped improve the quality of life of those in the communities in which it operates.

*Laura Baily, Country Manager
PNG – World Bank on EMTV's
'Business PNG' program*

Being recognised by a prestigious entity, such as the World Bank is something the Anitua Group is truly proud of.



WORLD BANK COMMENDATION FOR CORPORATE SOCIAL RESPONSIBILITY PROGRAMS

Anitua understands that being a successful company is more than just a healthy balance sheet. It's also about giving back to the community and recognising that healthy, prosperous communities are good business.

Spearheading Anitua's Corporate Social Responsibility program and in accord with our vision for healthy, prosperous and sustainable communities in which we operate, is our *Elimination of Violence Against Women* program. A comprehensive and group-wide approach to eliminating violence against women.

Another key element of our Corporate Social Responsibility is our *Elimination of Malaria* Program.



Our recruitment, training, development and empowerment of women is realised through diverse programs addressing education, mentoring, professional development, flexible work options, and health.

Elimination of violence against women

At Anitua we aim to eliminate violence against women through:

- Keeping the problem of violence against women in the public eye through a variety of media, activities and events
- Implementing a Family & Sexual Violence workplace policy
- Supporting White Ribbon activities throughout our workplaces and the communities in which we operate
- Developing and implementing policies and procedures in accord with the White Ribbon Workplace Program
- Helping develop resources for the PNG business community to address Family & Sexual Violence through our involvement with the World Bank-IFC sponsored Business Coalition for Women
- Assisting other businesses to introduce their own Elimination of Violence Against Women initiatives
- Championing and supporting the establishment of a Meri Seif Haus (women's refuge)



WORLD BANK COMMENDATION FOR CORPORATE SOCIAL RESPONSIBILITY PROGRAMS



The Anitua Group is supporting a plan to eliminate Malaria from the Lihir Islands.

Elimination of Malaria

Malaria negatively impacts the health and well being of thousands of Papua New Guineans on a daily basis. Malaria is the leading cause of death on Lihir Island.

The Anitua Group is supporting a plan to eliminate Malaria from the Lihir Islands through:

- intensive vector control that will effectively reduce mosquito-person contact
- a series of mass treatment campaigns to rapidly reduce the malaria parasite burden
- a system of community surveillance-response to tackle residual foci.



ANITUA GROUP OF COMPANIES KEY CONTACTS

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