

PULSE

News From The Anitua Group

Issue 22 | April 2015

Singers and a bamboo band from Bougainville opened National Mine Safety Week on Lihir

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HIGH BLOOD PRESSURE IS A MAJOR CAUSE OF HEART ATTACKS AND STROKES.

National Mine Safety Week

Staff from Anitua businesses all over PNG participated in National Mine Safety Week (23-29 March). Thank you very much to our business partners such as ISOS and Newcrest Mining (Lihir) for allowing us to join them in a variety of educational and fun activities which went a long way to reinforcing the importance of not only working safely but giving our own health and wellness greater priority. The week also provided a launching pad for our Health Education brochures which have since been distributed across the Anitua Group.

As a foundation member of the Business Coalition for Women and in accord with our Elimination of Violence Against Women program we would also like to commend the efforts of those business houses and

especially mining companies (e.g., Newcrest Lihir, Ok Tedi Mining Ltd) that used National Mine Safety Week as a forum to talk out against gender violence.



The Anitua and Mineral Resources Lihir 'Step Challenge' team are joined by Clement Kaia, one of Newcrest Lihir's OHS&S – ERT staff, and also Polio Tailao (MRA Mines Inspector) who flew in to Lihir especially for National Mine Safety Week.



Rugby Union Benefits from Hardware Sponsorship

Anitua Hardware is the proud Major Sponsor of the Morobe Rugby Union. Retail Operations Manager (PNG), Jenny Kusa reports that the K10,000 sponsorship has helped the sporting association host tournaments and encourage youth participation. The association includes both men's and women's teams with players participating in the Puk Puk 7's as well as other tournaments around PNG.

"Our aim as sponsors is not only to promote our business in the Momase and Highlands Regions but to use the sponsorship as a vehicle to raise awareness amongst players

and the public on the wrongs of violence against women which is very much in accord with our Elimination of Violence Against Women program" says Kusa. Anitua Retail, which comprises supermarket and hardware stores across PNG has a strong reputation for not only recruiting and promoting women but being very vocal about women's human rights.



Some of the players from Morobe Rugby Union's Pirates and Ravens.



Diverse Services – Delivered Solutions

News From The Anitua Group

Located close to the Brisbane River, shipping companies and major motorways, Anitua Logistics services a diversity of businesses across various industries.

NEWS FLASH

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Anitua Corporate is working on developing an EVAW section on our intranet – InSight. We are planning to post a variety of useful resources for all of our staff (e.g., the Meri Tok Save directory of family and sexual violence services, advice on how to make your own safety plan and apply for an Interim Protection Order) as well as provide you with updates on our EVAW program, including the progress we're making as we work towards becoming PNG's first White Ribbon accredited company.

As not all staff have access to InSight and therefore our EVAW resources we'd like to ask that you share any useful information we post with your colleagues and even your friends and family back home. Every PNG woman, man and child deserves to live a life free from violence.



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NCS NEWS

Logistics Cost Savings

NCS is benefiting from substantial cost savings by utilising Brisbane based logistics and warehousing firm – Anitua Logistics. Tony Saldana (Group Supply Chain & Procurement Manager) confirms that NCS has been using Anitua Logistics for the procurement, consolidation and shipping of goods for over a year and that they've essentially been able to cut out the 'middle men' (i.e., external agents or brokers) for orders out of Australia. "Not only has this resulted in cost savings but also in giving us more control over our buying also, suppliers can visit us in Brisbane and get a better understanding of our business and therefore a greater insight as to how

Tony Saldana spends a week every shift at Anitua Logistics in Brisbane, working with its managers on improving the NCS supply chain to its sites in Lihir, Port Moresby and Lae.



they can serve us and add real value" says Saldana.

Executive Director Report

National Mine Safety Week saw staff from each of our businesses scattered all over PNG participate in various health and safety themed activities. In many instances we were able to participate in the programs of some of our key business partners such as MMJV and Newcrest and we greatly appreciated the opportunity to work collaboratively on something so important as health and safety.

I am very proud of the considerable emphasis Anitua places on the health and safety of its staff and business partners and of the strong safety culture to be found in each of our businesses. In addition to the culture of safety that permeates the Group, we also have a highly qualified, skilled and committed team of SHEC professionals in place, as well as the right systems, processes and procedures – this is something that every Anitua employee should take comfort in because each and every one of us deserves to work in the safest possible environment so that we can return safely at the end of each day, or each roster to our

loved ones.

You will notice that much of this newsletter is dedicated to the theme of workplace health and safety. I hope that in reading these articles you will gain an even greater awareness of the emphasis that Anitua places on keeping you all as safe as possible. I want to remind each and every Anitua employee that YOU are responsible for not only your own health and safety but also that of EACH of your colleagues – a safe workplace cannot exist without the commitment and contribution of each and every one of you. Safety requires a team effort. **Sefti Em I Namba Wan!**



Colin Vale
Executive Director
Anitua Group of
Companies

THINK SAFETY

News From The Anitua Group

Group Safety Tok Save

2015 has got off to a good start for the SHEC team and its programs. Our focus in the first quarter of the year has been to consolidate the gains made in 2014, particularly with regard to our Lihir based businesses and also NCS. We have also focused on capacity building the SHEC systems of other Anitua businesses located off Lihir.

There has been a huge improvement from the security team located in Kokopo, Rabaul and Kavieng. In early January the whole team came together to discuss the most effective way of implementing the safety strategy – given the IT connectivity challenges. A SHEC committee was formed and weekly tracking meetings occur ensuring that the safety plan is well documented with tasks allotted and tracked through to completion. Group General Manager – Safety, Dan Simpson visited some Anitua Constructions worksites in Port Moresby in March and was impressed with what he saw. “The Moresby team are to be congratulated on not only the evidently high standard of work their producing at places such as the Yacht Club but also on their safety focus” said Simpson “especially given the challenges associated with establishing a new office and training new employees to embrace the Anitua safety culture.”

The first quarter of the year also saw our staff participate in National Mine Safety Week. Thank you Newcrest Lihir for the leadership shown in developing a fantastic and comprehensive program of activities for 2015 that so many of our staff enjoyed participating in. It was particularly heartening to see Newcrest’s awareness raising activities on gender violence as a workplace safety issue. Thank you also to AMS Health Coordinator John Kumb for his work on developing a series of Health Education brochures for staff. The brochures were considered such a good idea that we’ve rolled them out

across the Group including NCS.

The second half of the year will see the SHEC team placing a greater emphasis on the ‘Health’ side of Occupational Health and Safety with the development of our Health and Wellness Program. The program will potentially incorporate:

- Sourcing appropriate equipment for boot camps and team sports to be run on Lihir.
- Implementing healthy eating programs.
- Conducting seminars on healthy living and lifestyle design.
- Conducting group and one-on-one training sessions focusing on strength, fitness, muscular endurance, agility, flexibility, team work and mental strength.
- Conducting boot camp style sessions for all staff focusing on team building activities.
- Organising and facilitating team sports (e.g., touch footy, basketball, triathlons).
- Conducting health and nutrition seminars.
- Assisting staff wellbeing with the emphasis on fatigue management and mental health.
- Improving management of the gym.
- Sourcing new gym equipment and improving the design and layout of the gym.
- Ensuring correct and safe use of the gym.

The above in conjunction with continued health checks will ultimately ensure that Anitua’s work force is not only recognized as safe but more healthy as well.

**HIGH BLOOD
PRESSURE RISK
FACTORS**

SMOKING

**HIGH BLOOD
CHOLESTEROL**

BEING OVERWEIGHT

DIABETES

**EATING TOO MUCH
SALT AND FAT**

AGING (40+ YEARS)

STRESS

**ORAL
CONTRACEPTIVE**

**Sefti Em I
Namba Wan**



NEWS FLASH

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Putting the Health in 'Health & Safety'

The mining industry has typically placed the most emphasis on SAFETY rather than HEALTH when it comes to Occupational Health and Safety. However, in recognition of the many serious illnesses which are increasingly prevalent in PNG today and the inadequacy of the PNG health system, Anitua Mining Services (AMS) is taking action and directing resources towards a number of employee HEALTH initiatives. One such initiative is its very own program of Health Checks by its very own health professional.

AMS created a new position 'Health Coordinator' and employed the services of John Kumb who'd previously worked in a public health capacity for the Lihir Medical Centre. AMS identified the need to employ its own health professional primarily due to the difficulties in sustaining the annual health surveillance medicals for staff at the hospital.

AMS SHEC Superintendent Darren Brown says "John plays a pivotal role in our Health Program and is a great health educator. He also performs basic health checks such as blood pressure and BMI checks. If he suspects that an employee has a medical problem he refers

Continues on page 5 >>>



EVAW Update

Our White Ribbon Workplace Program committee (Violet Aopi, Serina Taru, Rosalie Flores and Linda Van Leeuwen) is busy conducting a Gap Analysis to identify which of White Ribbon's criteria we already meet as well as those we fall short on. While we can congratulate ourselves on some of our efforts to address violence against women there is still plenty of work to be done. For example, the second half of the year will see us roll out White Ribbon themed training for all staff and managers. Thank you to everyone who has lent such support to our White Ribbon program thus far and thank you also for the positive comments we've received about the program.

On Lihir, Anitua will be supporting the 3rd National Haus Krai to protest against violence against women and girls. Anitua lent considerable support to the 2013 and 2014 events and once again we anticipate that hundreds of our staff and managers will 'take to the streets' of Lihir in a call to end gender violence. We will also be lobbying for a compassionate and professional integrated range of services for victims and their families – including a Family and Sexual Violence Unit at the Lihir Police Station and a Family Support Centre at the Lihir Medical Centre. We encourage staff not based on Lihir to mark the 15th of

May in their own way if no march is taking place where you work.

Anitua and NCS have played a key role in the Business Coalition for Women's development of a Family and Sexual Violence HR Policy for Workplaces – an initiative that will assist those PNG businesses wanting to make their workplaces safer and more supportive of women impacted by violence. NCS Group HR Manager Violet Aopi has joined Anitua Corporate's EVAW Program Manager Linda Van Leeuwen on the BCFW's 'Addressing Violence' working group and they are working with other members on a number of initiatives including an 'Employer's Legal Guide' as well as an 'Employee's Rights and Advice Guide' with regard to PNG's Family Protection Act. These resources will be added to those already available on the BCFW website: www.bcfw.org.pg



NCS Group HR Manager Violet Aopi has joined the Business Coalition For Women's 'Addressing Violence' working group.



**The theme for Lihir's 2015 Haus Krai protest against gender violence on 15 May is:
"Mi no birua bilong yu" (I am not your enemy).**



Health Coordinator John Kumb (right) taking the blood pressure of Driver Godfrey Birit as part of the AMS Health Checks Program.

Anitua Protects the New Guinea Islands

Anitua Protective Services (APS) has secured several more significant contracts in the New Guinea Islands including contracts for Armed Guards and Static Guards with telecommunications giant, Digicel. A growing customer base throughout the NGI Region in general has necessitated the purchase of five new guard dogs and doubling the size of the Armed Response Section. The 'trainee' guard dogs will be ready for deployment in May and will bring the total number of APS guard dogs to 17. APS General Manager Dan Simpson confirms that "the demand for armed guards and guard dogs is so high that APS is fortunate to have its own trainers including a specialist guard dog trainer. We have employed an additional 100 staff in the region over the last six months and having our own trainers means that we're able to train new staff to the correct industry standard (Certificate 2 in Security Operations) more quickly than can other security companies."

A particularly exciting and innovative service about to be offered to APS clients is PNG's first 100% coverage GPS tracking system. The new system does not rely on electricity nor on mobile network coverage and sim cards as it works on satellite streaming. In other words, stolen

APS GM Dan Simpson with a GPS Personal Tracking Device popular with remotely located businesses and their employees.

vehicles can still be tracked irrespective of where they are located in PNG including the remotest regions that have no mobile network coverage. Also, when PNG is experiencing its ever regular black outs and mobile network failures, the system can still protect houses and businesses which are broken in to. Obvious beneficiaries of the new technology which is being supplied by Canberra based 'Tracking Solutions', are road and marine transport companies, remotely located business operators, and even home owners wanting to protect their hard earned assets. APS's investment in new GPS tracking systems and its overall technology upgrades are a significant point of differentiation from their competitors who still rely on sub-optimal sim card technology for their systems.

Other good news from APS includes its sponsorship of PNG's most popular Rugby League team, the Gurias.

NEWS FLASH

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Putting the Health in 'Health & Safety'

Continued...

them to hospital for a more thorough check by a doctor. The Health Checks provide a bit of a 'safety net' and catch health problems early." Brown insists that the Health Checks program doesn't replace the annual medicals but helps AMS cope with the long waiting lists at the hospital and are very important in looking after the health of staff.

The Health Checks program helps AMS better understand the health of its work force and where to effectively target health education. It also helps AMS target the health of specific individuals and assist them to live a more healthy life. For example, the program can provide an overweight 50 year old operator of a haul truck who is at risk of having a heart attack or a stroke with dietary and exercise advice and get the hospital to provide him with medications that reduce blood pressure and cholesterol.

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**CHECKING YOUR
BLOOD PRESSURE
IS QUICK, SIMPLE
AND PAIN FREE.
NORMAL BLOOD
PRESSURE IS 120/80.**

NEWS FLASH

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Protect Your Namba Wan Asset

Your good health is your most important asset and you need to look after it. Hence it makes sense that Anitua Protective Services got involved in a different type of asset protection for this year's National Mine Safety Week – that is, the sponsorship of a team in Newcrest Lihir's 'Step Challenge'. The event encouraged people to get active and therefore more healthy by taking as many steps as possible. The winning team was the one with the most number of steps taken over the event period. Team Drifters, comprising mainly Anitua staff, were thrilled to be chosen as the team Anitua Protective Services wanted to sponsor. Through pouring rain and searing sun Team Drifters stuck to their pledge to exercise 'no matter what' and they were regularly cheered along as they walked up hills and even through the mud in their bright orange sponsored 'uniforms'. Not content with just walking though, Team Drifters also got together to participate in Zumba classes and Boot Camp, with some of the extra keen members doing even more exercise at home. Team Captain, Stephanie Nialir,

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Safe Drinking and the Breathalyzer

We all know or have heard of someone who lost their job due to 'blowing numbers' at the gate! Fortunately, there are some things you can do so that you are able to enjoy some drinks with your friends and still not lose your job the next morning!

1. STOP before you have too much! If you have trouble controlling yourself, either **don't drink or make a firm plan** as to how many you can have. Only take just enough cash with you for your safe number of drinks and don't get any loans.

2. Eat Fruit. Before going to bed and/or for breakfast, try and have a couple of servings of fruit, preferably apples or pears, grapes or pineapple, kiwi fruit, or berries of any kind. Bananas are less effective, but ALL fruit will contain at least some fructose (fruit sugar). And fructose is the only substance which has been scientifically proven to enhance the liver's ability to break down alcohol.

3. Avoid DISPRIN (aspirin) and PANADOL (paracetamol). Sure they might make your headache feel a little better, but save the tablets until AFTER you've got through the gate. Both aspirin and paracetamol must be metabolised (broken down) by the liver, so these drugs really slow down the rate at which your body will get rid of alcohol. (Employees taking Zantac should also be cautious as it too, reduces the liver's ability to metabolise alcohol.)

4. DON'T SMOKE! And if you can't avoid smoking entirely, try to smoke less. You will be surprised to find that you can drink LESS alcohol to get the same buzz. Quite apart from that, smoking and drinking together is a toxic cocktail which is linked to higher incidences of almost every kind of cancer, heart disease, etc.

5. GET SOME EXERCISE! Anything that will raise your heart rate and make you



breathe more quickly will do. Sure, 95% of alcohol is metabolised by your liver and you can't do much about that (aside from eating more fruit!) BUT the remaining 5% is excreted in your sweat, urine, faeces, breath, or (if you're a breastfeeding mother) in your breast milk. Exercise will raise your heart rate meaning you are breathing more, sweating more, then drinking more, urinating more and doing everything a little more.

6. SELF-TEST. If you self-test and blow numbers, notify your Supervisor and don't come to work. If you can't find a place to self-test in your camp accommodation, ask to blow BEFORE you come through the gate or ask at Security. And if you haven't tested, but even **SUSPECT you're over 0.00% - DON'T COME TO WORK. Notify your supervisor you are not well and stay home.**

7. GET BACK TO BED. Sleep is essential to your recovery and will assist your liver to do its job properly.

If you think that having something to eat and drinking a lot of water will help then you're wrong. Whereas these strategies may help you FEEL better, they will not help reduce the amount of alcohol in your bloodstream and therefore your risk of 'blowing over'.

News From The Anitua Group

Women at the Top

Two recent promotions within Anitua Retail are further testimony to the efforts the Anitua Group is making to address gender inequality and empower women in the workplace. More important though, the promotions are a testimony to the considerable talent and work ethic of PNG women. Retail General Manager, John Svenson, has spent many years working

all over PNG and says "we are very aware of the gender inequity that exists in PNG's employment market place and make a concerted effort to ensure that women are not overlooked when it comes to recruitment, development and promotion. We have 'invested' in Jenny and Rossina over the years and now have the benefit of two highly competent and professional women heading up two of our businesses."



Jenny Kusa –
Retail & Logistics
Operations
Manager,
Mainland.

Jenny Kusa

New job title: Retail & Logistics
Operations Manager, Mainland PNG

Key responsibilities: Oversee and
coordinate Anitua's retail and logistics
business in Mainland PNG

Feelings about promotion:

It's exciting and challenging

Best qualities you bring to the job:

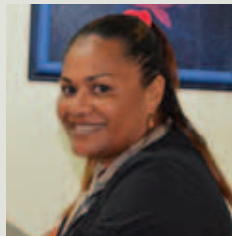
My 'can do' attitude and personality

Years working for Anitua: 5

First job with Anitua: Debt collector

Years retail experience: 8

"I love working for Anitua. The company has looked after and nurtured me in to the person I am today – I'm not only a better employee and manager but a better person overall. I have a fantastic team of staff supporting me who are always on the go, as well as great support from my bosses as well. I thank Anitua and my bosses for the honour that my promotion brings as well as the trust they have put in me. I'm also very grateful for the opportunities they provide to so many PNG women across the country."



Rossina Ilamia –
Retail Operations
Manager, NGI
Region

Rossina Ilamia

New job title: Retail Operations Manager,
NGI Region

Key responsibilities: Overseeing Anitua's
hardware and supermarket operations
on Lihir and other outlets as we expand
throughout the NGI Region

Feelings about promotion:

Honoured, very grateful and looking
forward to the challenge

Best qualities you bring to the job:

A focus on the customer's needs and
leadership

Years working for Anitua: 6

First job with Anitua: Assistant Manager

Years retail experience: 17

"Working in retail was not my initial career choice but it certainly has paid off. I've done lots of different jobs in lots of different industries and I firmly believe that this diversity is a real asset in terms of career progression I'm very proud to work for Anitua as it is a 100% PNG owned company and it promotes gender equity as well as fights for safer workplaces for PNG women through its Elimination of Violence Against Women program."

Header image:

Team Drifters may not have won the National Mine Safety Week step challenge but they certainly impressed the rest of Lihir with their enthusiasm and dedication to their exercise regime.

NEWS FLASH

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Protect Your Namba Wan Asset

Continued...

reports that everyone on the team improved their fitness, lost weight and had a lot of fun over their month of exercising. She says "the best thing about the competition though has been the way we feel about ourselves we are feeling much more positive and confident and we've all realised that regular exercise is essential for not only a healthy body but also a healthy mind." Importantly, each team member (L > R: Rossina Ilamia, Rolec Suma, Flora Moka, Stephanie Nialir, Grace Zeriga-Gati, Gladys Annis – 7th team member Rachael Tigen missing) has committed to continuing to exercise.

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**HIGH BLOOD
PRESSURE
CAN BE REDUCED
BY MEDICATION
AND A HEALTHY
LIFESTYLE.**



News From The Anitua Group



Two of the students from Londolovit Urban Primary School who've been blessed with books.

Blessed With Books

A library full of books is something that schools throughout the developed world take for granted. However, on Lihir Island, the only school with a library is the Newcrest Mining (Lihir) funded international school – until now that is! Thanks largely to the perseverance and very big heart of Lauren White – wife of Anitua Mining Services' Adam White and Lihir resident – the Londolovit Urban Primary School now has its very own library, almost overflowing with 2,000 books donated by 'Books for PNG Kids'.

The library, a shipping container donated by Newcrest, was refurbished by Anitua Constructions and has

7.5 metres of shelving, lights and air conditioning. There's also a covered deck at the front with wrap around bench seating for the children. Lauren not only lobbied and coordinated key stake holders in order for the library to become a reality but she also provided the school's head teacher with a simple library borrowing system and a reading program to take advantage of the new books.

Lauren has been busily thanking everyone for their contributions towards the library but there is no one that deserves more thanks than her. Lihir has been blessed with Lauren who in turn has helped bless some of its children with a bounty of books.

Health Education Brochures

Anitua launched its Health Education Brochures as one of its National Mine Safety Week initiatives. The brochures address 10 important health topics and will be used by Anitua's SHEC team across each of its businesses to educate the workforce on key health problems that are particularly relevant to living and working in PNG.

Group Safety General Manager, Dan Simpson, says "unlike in Australia or other developed countries, the majority of Papua New Guineans receive very little public health information and we saw a real opportunity to improve the health of not only our own staff but also their families and communities as we are placing a strong emphasis on employees sharing the brochures with their friends and families."

The brochures resulted from the hard work of Anitua Mining Services (AMS) Health Coordinator John Kumb who recognised that many staff lacked basic knowledge on how to prevent and manage many common health problems (e.g., high blood pressure, heat stress, fatigue, TB). So valuable is the information to all Anitua staff irrespective of which business they work for, that the brochures have been rolled out across the entire Group, including the many staff who work for catering and camp management company, NCS.



SHEC Quality Assurance Administrator Rolec Suma with Anitua's Health Education Brochures.

Contributions Welcome

We welcome your feedback and encourage contributions in the form of articles and photos. Email your feedback to: newsletter@anitua.com.pg or hand in your contributions to your site manager.

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