

# PULSE

News From The Anitua Group

Issue 23 | August 2015

*The proud National staff of Anitua Supermarket posing in their traditional costumes.*

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**CLEAN FEET**  
**ARE HEALTHY FEET.**

## Fatigue Management System Installed in AMS Trucks

Anitua Mining Services (AMS) is participating in a trial of the DSS Fatigue Management System (FMS) in its haul trucks. The system is designed to monitor eye movement of those operating heavy vehicles and give an audible alert if an event occurs. AMS SHEC Manager Liam Dare says "essentially the system jolts the operator into a sense of greater alertness and draws their attention to the fact that they have started to drift off and very importantly it automatically alerts supervisors to the problem so that the operator can be rested. The FMS is a great way to maximise everyone's safety."

Fatigue is one of the highest ranking risks in the mining industry and AMS has had incidents where fatigue was a contributing factor. As such, the significant capital investment required to trial the new FMS is money well spent. Dare says "this system has proven itself globally with 1,215 trucks already fitted out. It has shown excellent results with workers themselves feeling more comfortable knowing that the system is in place to manage everyone's fatigue more effectively."

Dare reports that "prior to the FMS trial, our controls to manage fatigue were in accord



*Sheldon Davies from Seeing Machines installing the FMS on one of AMS' haul trucks.*

with our mining business partner's (i.e., Newcrest's Lihir Gold Ltd) requirements and predominantly administrative in nature (i.e., pre-shift fatigue assessments completed by all staff at the start of a shift). However, our safety committee knew that we could do better and took action with the result being the FMS trial. Essentially, the FMS is the biggest engineering safety improvement in AMS this year."

## Happy 40th Birthday PNG

Papua New Guinea will celebrate its 40th anniversary of independence on Wednesday 16 September. All over PNG our businesses will be marking this special day in a variety of ways. Please join us in our celebrations

and help us show our pride in our home and nation – Papua New Guinea.

**Hamamas Dei Long Yu PNG**  
**Yu Best Ya**



*Diverse Services – Delivered Solutions*

## News From The Anitua Group

*Some of the 500 pigs on the Anitua managed farm.*

### NEWS FLASH

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#### New Director for Anitua Board

Community Relations Officer of Mineral Resources Lihir, Melchisedek Potisien, has been appointed to the Anitua Board. He replaces Philip Pasap as the chairman and representative of the Lamatlik Clan and is looking forward to helping Anitua further grow and diversify, providing employment opportunities, income and sustainability for the people of Lihir. Anitua Executive Director, Colin Vale, welcomed Mr Potisien to the Board and thanked outgoing director Mr Pasap for his contributions to the Anitua Group.



*Melchisedek Potisien from Komat 1 Village replaces Philip Pasap on the Anitua Board.*

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**CHANGE YOUR  
SOCKS EVERY DAY  
FOR HEALTHY FEET.**

#### Executive Director Report

Hi everyone, I'm glad we have this regular newsletter as it gives me the opportunity to clarify some of the recent events in relation to our business, our purpose and other aspects of the Anitua group.

As many of you would know, the recent dispute on Lihir whereby the police removed the traditional Gorgor under pressure from the mining company and the MRA, was a first and has caused a deterioration in the relationship between Lihirians and the Mining Company. In contrast to Newcrest claims that the dispute only related to a few

disgruntled landowners this was a Gorgor placed with the full support of the six clans, LMALA, the Local Level Government and the Provincial Government in an attempt to resolve long outstanding issues around environment, the long overdue IBP and Lihirian businesses. Without respecting the traditional, peaceful way to resolve disputes and by not adhering to the established Gorgor policy, we understand that tensions on Lihir are at an all time high at present.

*... continues on page 3*



*Dr Farrell Magtoto (NAQIA) was impressed with the Lihir livestock project.*

#### Farm is Something to Be Proud Of

Lihir's livestock project, with current stock including 560 pigs and 12,000 chickens was described as a "showcase to the rest of PNG" by NAQIA's Regional Veterinary Officer, Dr Farrell Magtoto. He said he had not seen another agricultural project in PNG that was as innovative, modern and as integrated as ours. The Anitua managed project is now operating its abattoir and continuing to train Lihirians in pig husbandry, layer hen production and animal health contributing further to the sustainability of Lihir.

The next big project for the farm's manager and veterinarian Jovet Bacsain is the purchase and installation of a rendering plant. Not only will this equipment help with the management of farm waste by recycling much of it into stock feed, it will dramatically cut feed costs.

"I'm not getting too excited just yet because this project still has a long way to go before we can claim it as being successful. Slowly and surely we are meeting the targets we set ourselves when we took over management of the project and we are now starting to see the fruits of that labour and that is a relief and very pleasing" said Executive Director Colin Vale. "The key to this project is maximum utilization of our assets and throughput and we still have a long way to go to achieve that outcome. However in years to come this project could be incredibly successful for Lihirians. I also must say well done to the Farm Manager, Jovet Bacsain, for his tireless input, sacrifices away from his family, his management style and innovative approach to solving many of the hurdles along the way. Without Jovet this project would not be kicking the goals it is today."





## News From The Anitua Group

*LBA representative Silvio Sagolo (R) presenting the books to St Therese Primary School Head Teacher James Megenara in front of the students.*

Anitua (Lakaka & Kuridala) were formed, in the full knowledge and support of the developer, to take on major Lihir opportunities in an effort to create sustainable businesses. Under the original IBP it states *"The LMC (Lihir Mining Company) has assisted the people of Lihir to establish a public company - Lakaka (Now Anitua) Limited. The objective of establishing this Company is to allow the people of Lihir to participate in major business activities"*

Today Newcrest totally disregard their commitment under the above clause and other agreements to Lihirians and the landowners need, and indeed their plan has always been, to create sustainable sources of income before the mine closes. Newcrest's interpretation of agreements is subjective at best and their media releases are less than accurate. On top of that and unlike anything I've witnessed in the past 20 years on Lihir their management style is bullying and non-communicative. Today the landowner's desire to create long term sustainability before the mine closes is in serious jeopardy.

The department of trade, commerce and industry are on the island at present undertaking an audit of Lihirian businesses! It's really quite absurd and twisted as the Terms of Reference they are working from was not what was agreed in Kavieng between the MRA, LMALA, LLG and NIPG!

The intent and agreement to the audit was to address the real issue of dispute regarding tendering and awarding of business contracts reserved for landowners. It was NOT about auditing Lihirian businesses. You've got to wonder who manipulated that! It's little wonder Lihirians aren't happy.

It's evident from conversations, hints and newsletters that the Newcrest GM on Lihir intends to break up the Anitua businesses and share them out across smaller Lihirian companies that may possibly be centrally managed by others. That approach whilst winning the hearts and minds of many

Lihirians will never create a sustainable business environment. That merely supports my belief that there is no real intent on Newcrest's part to assist with long term sustainability or to honour the IBP.

Anitua goes out of its way to keep business and landowner politics separate but it's hard not to become involved when you witness the blatant tactics and bludgeoning of Landowners interests that at best could result in another Misima or at worse, another Bougainville.

Partly in response to the current environment on Lihir, the Anitua Group is focusing strongly on off island opportunities, both within PNG and the Pacific Islands. We remain committed to our purpose of providing sustainability to our Lihirian shareholders before the mine closes. I hope to give you all an update on these opportunities in the next newsletter.

On a more positive note, we continue to achieve success with our Corporate Social Responsibility Programs – programs that provide benefits to our employees and the wider community. Our Elimination of Violence Against Women program continues to move forward and is one of the best programs within PNG – something we should all be proud of. We are also continuing to roll out our health program, which includes medical checks and supports a joint program to eradicate Malaria from Lihir Island.

The next few months will be a telling time on Lihir and I hope that when I next update you, there will have been some positive developments. I hope you find the rest of the newsletter informative.



  
Colin Vale  
Executive Director  
Anitua Group of  
Companies

## NEWS FLASH

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### Books for Bougainville Kids

Anitua has received a very warm and sincere "thank you" from Bougainville's St Therese Primary School for working with the Lihir Bougainville Association (LBA) to provide the school with much needed books. The books were sourced from 'Books 4 PNG Kids' in Australia by Lauren White, the wife of Anitua Mining Services' Adam White, in the same way that she sourced books for Lihir's Londolovit Primary School and then air freighted at Anitua's cost to Bougainville.

LBA President, Lukis Romaso, wrote in his letter of thanks to Anitua Executive Director Colin Vale and Anitua Mining Services General Manager, Mark Edwards "words can never describe how much the community values your contribution as the cost of airfreight alone (including the time staff spent to organise and load/unload the boxes) would not be affordable by us ..... I acknowledge this is not the first time that Anitua has assisted LBA ..... We are most grateful and say thank you tru."

Anitua has a strong connection with Bougainville and its people. Many Anitua and NCS staff are from Bougainville and Executive Director Colin Vale also worked there prior to Lihir and has strong connections to the people there. Most recently Anitua Mining Services have begun operating there under the Eastrac joint venture.

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## News From The Anitua Group

*The Kavieng and Lihir primary school students who benefited from the Anitua-NCS sponsorship of their football tournament.*

## NEWS FLASH

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### Anitua Supports Youth Sport

Anitua has a long history of helping athletes of all ages and levels achieve their dreams. Many of our own staff are excellent athletes and last year we sponsored several of them to participate in the PNG Games. Anitua is also a proud supporter of youth sport. Recently Anitua Corporate and NCS Lihir sponsored the Kavieng-Lihir Island Australian Rules Football Youth Tournament and provided some support to 17 year old NIP hurdler Ephraim Lerkin who was selected for the South Pacific Games.



*Ephraim Lerkin in training hoping to break his 400m hurdle PB of 54.69 seconds.*

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**WEAR YOUR THONGS IF YOU SHOWER IN SHARED BATHROOMS.**



### Anitua Expands Into Port Moresby Real Estate

Anitua is now constructing and providing houses in Port Moresby via an exciting new joint venture partnership with Amode Rapid Construction Services Australia. It's a great marriage in that Amode has a fantastic product and Anitua has a very experienced construction and development team. The new joint venture is called Amode RCS PNG Ltd and initially we will be concentrating on housing at the 7 Mile Housing Estate in Port Moresby.

The Estate, (Stage one) comprising of nearly 100 homes including some in compounds, is superbly located close to the Hubert Murray Highway at 7 Mile near the airport. The newly opened highway means that 7 Mile residents will only be minutes away from everything including the Vision City Shopping Centre, schools, and the CBD. "But it's not just a case of 'Location, Location, Location' that has the Moresby property market excited" says Amode 7 Mile Estate Sales and Marketing General Manager, Phil Arcadiou, "but the affordability and quality of the homes under construction."

#### Affordable Home Ownership

The majority of the estate will comprise high set 3 bedroom homes for K440,000 and 4 bedroom homes for K499,990 (these prices include GST and titled land). Buyers can take advantage of the First Home Owners Scheme with BSP and borrow K400,000 over 40 years at just 4% interest – there truly has never been a better time to buy a family home in Port Moresby. Many Anitua employees have also shown interest.

#### Affordable Corporate Housing

Amode 7 Mile Estate includes two already built compounds comprising 2 and 3 bedroom homes. The compounds provide a great opportunity for companies to house their valued staff with quality family housing. Two bedroom homes will be leased for K1,200 per week and 3 bedroom homes for K1,500 per week.

#### Quality Construction

Each of the Amode 7 Mile Estate homes are being built to Australian Standards by Anitua Constructions with rigorous quality control measures in place. Maintenance worries and expenses will be minimized due to the homes NOT having any timber – this means no termites and very little painting. The frames are steel, the skirting boards and door jams are aluminum, and the walls and floor base are fiber cement. These houses are tough, tough, tough and therefore perfect for PNG.

In addition to its very own pool, BBQ, and picnic area, Amode 7 Mile Estate will also boast a supermarket, hardware store and other shops. On weekends in particular, there will be very few reasons for Amode 7 Mile Estate residents to bother leaving the comfort and convenience of the Estate. Very importantly, families can rest assured that their security concerns were central to the planning of the Estate which has only one entrance and exit. There will also be a security presence on site '24/7' further ensuring a safe, secure and relaxed neighborhood.

Anitua Directors inspected the real estate project in June and were impressed with what they saw. "It is exciting to see the Anitua Group expand into the Port Moresby real estate business" said Executive Director Colin Vale. "It is also rewarding to know that as a 100% PNG owned company we are helping PNG people fulfill their dream of home ownership by providing affordable and high quality family homes."

**For more information visit 'Amode 7 Mile Estate,' on Facebook or contact us via [www.amodepng.com](http://www.amodepng.com)**



# THINK SAFETY

News From The Anitua Group

## Group Safety Tok Save

The second quarter of the year was characterised by many exciting changes and improvements to safety across the Group. Anitua Corporate Services (ACS) implemented the Anitua safety system and made big steps forward in regard to compliance. ACS now conducts weekly safety meetings with all of the corrective actions being captured on the Anitua Information Management System (AIMS). Some of the improvements that have come about as a result of the implementation include improvements to the Tinetalgo Building in which ACS is housed (e.g., stairwell mirror, new compliant shelving and storage systems) and upgrades to the fencing and access to the Poindin accommodation block. Other improvements include the safety and emergency notice boards, as well as the delivery of monthly safety topics. It's also very pleasing to see the considerable improvements in so many ACS staff's safety knowledge and enthusiasm.

Additional notable safety news around the Group includes the design, development and construction of the new Anitua Radial Drilling Services (ARDS) hydrocarbon storage area with triple separator system – see inset image. The new oil storage system was developed with the requirements of OHAS 18001 in mind and meets the requirements of Newcrest Mining's environmental standards. A team lead by Drilling Superintendent Trevor Maher was responsible for the successful completion of the innovative project and they are likely contenders for Anitua's 2015 'Safety Through Innovation Award'. Can ARDS make it four in a row with this award? Speaking of safety awards, the 2015 Annual Safety Awards are scheduled for October. Businesses should be nominating their outstanding safety performers (i.e., 'Stars' and 'Champions') NOW!

Another positive for the group is the increased use of AIMS which is a key component of the Event Management



*ARDS' potentially award winning hydrocarbon storage area.*

platform. Anitua Mining Services continue to lead the charge closely followed by ARDS, however recently we have seen other business units increasingly integrating this useful tool into their SHEC management. Keep up the good work.

As we are now in the second half of the year everyone needs to remain vigilant and not let safety complacency creep in. Anitua has experienced a hectic start to the year with lots of issues to distract us from our main focus. Please remain vigilant in looking out for your own safety, as well as that of your team and our business partners.

## Sefti Em I Namba Wan!



## NEWS FLASH

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### Constructions Expand with Decmil Contracts

Anitua Constructions continues its expansion off Lihir, teaming up with mining and energy contracting heavyweight Decmil. One of these projects entail the supply of labour and supervision to build a new sewer and water treatment plant on Manus.



*The concreting team at work on one of their Decmil projects.*

Congratulations to Carpenter Supervisor Gerard Abage who was given one of Decmil's monthly safety awards on this project. General Manager Michael Warner claimed "Gerard's award is testimony to our safety culture and systems and the fact that we haven't let these slip an inch since leaving the stringently controlled safety environment of Lihir Island."

Other projects with Decmil include the upgrade of three warehouse slabs for the PNGDF as well as the concreting work for PNGDF basketball courts.

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## News From The Anitua Group

ARDS staff at every level have benefited from the company's commitment to training, as have ARDS business partners.

### NEWS FLASH

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#### Anitua Fights Malaria

Anitua has extended its Corporate Social Responsibility program to include the elimination of malaria from its birthplace – Lihir (NIP). The Lihir Malaria Elimination Program (LMEP) involves a number of stakeholders and thus far Anitua has provided a motor vehicle, office space, accommodation and administrative support. Executive Director Colin Vale describes the program as "crucial to the health of Lihirian people and an initiative that will contribute to the true sustainability of Lihir." Very importantly, if the program proves successful on Lihir then it will be rolled out to other parts of PNG which means that hundreds of thousands of Papua New Guineans will benefit. We are really excited about the project and the potential benefits in brings to PNG.

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**DRY FEET ARE  
HEALTHY FEET.**

#### ARDS - The Value of Training

Obviously one of the best things you can do for any business is to have highly trained staff and one of the things that staff really value in an employer is the prioritisation of staff professional development, including training. Anitua Radial Drilling Services (ARDS) General Manager Tony Collins quickly identified training as a priority when he took over the business two years ago. "It's a point of differentiation for us to have such a well trained team. There's no other drilling business operating in PNG that has staff – both national and expatriate – trained to such high standards" says Collins. Some of ARDS' training achievements include:

- **National Drillers:** 27 currently studying Australian recognised Cert II & Cert III Drilling Operations through a Cairns training provider.
- **National Workshop Crew:** 2 x Metal Fabrications trade qualifications; 2 x Welding trade qualifications (March 2015).
- **HR Manager:** Advanced Diploma in Drilling Management (May 2015);

Currently undertaking Cert IV Workplace Health & Safety.

- **Workshop Manager:** Coal Seam Gas Mining Land Rigs Inspection workshop (February 2015).
- **Drilling Superintendent:** Diploma in Drilling Management (May 2015); Currently undertaking Cert IV Training & Assessment; Coal Seam Gas Mining Land Rigs Inspection workshop (April 2015).

Irrespective of many training qualifications having already been received by ARDS staff and the fact that the majority of studies currently being undertaken will be completed by the end of the year, Collins, who is himself part way through an MBA, emphasises that training and developing staff will be ongoing at ARDS. "Training gaps open up all of the time as there is always new equipment and software programs to master, staff change roles and get promoted, new staff are recruited and we're continually being exposed to new ideas, new safety processes and identifying better ways of doing things. In short, the training will continue to the benefit of the business and our clients but also to our staff."

#### Raelene Romalus on Track to Manage Lihir Constructions

Irrespective of where you are in the world, it's not often that you'll see a woman managing a construction business. However, this is exactly what's about to happen to the Lihir operations of Anitua Constructions. With General Manager Michael Warner dedicating more and more of his time to the company's expanding mainland operations he realised the time had come to entrust Lihir to Senior Estimator and Project Manager Raelene Romalus from ENB.

"I've been mentoring Raelene these last six months in particular and she'll essentially

finish her management 'apprenticeship' at the end of the year and take over from me" said Warner. "I'm very comfortable with the idea of Raelene being the boss on Lihir as she is incredibly competent and committed to the business. Her drive and attention to detail are impressive and she's more than capable of leading Lihir's team of nationals and expats."

So what does Raelene have to say? We asked her the following questions:

**How long have you worked for Anitua Constructions?**

2 ½ years >>>

*Raelene Romalus is on track to take over the management of Anitua Constructions on Lihir at the end of the year and further prove that 'Women in Business is Smart Business'.*





### NCS NEWS

#### Gender Diagnostic

To support NCS in achieving greater benefits from the employment and advancement of women, NCS engaged the International Financial Corporation (IFC) – a member of the World Bank Group – to undertake a Gender Diagnostic to identify gender gaps in the company, analyse potential causes, and communicate key findings.

The diagnostic encompassed a wide range of data including analysing results of the NCS 2013 staff engagement survey; conducting 12 focus group sessions with 112 employees from worksites in or near Port Moresby, Lae and Lihir and analysing survey results completed by 179 NCS employees from the three sites; plus reviewing NCS company statistics covering the period October 2013 – September 2014.

Overall, IFC findings reveal that in a country with some of the most gender unequal outcomes in the world, NCS stands out for its support for women employees,



*Purchasing Officer, Vari Keneke, at NCS Head Office is one of nearly 1,000 PNG women employed by the Anitua Group.*

condemnation of violence against women, and advocacy for gender equality. Women are hired, trained and promoted at rates equal to or greater than that of men in the company. While upper and top management positions are overwhelmingly held by men, as are all seats on the Board, there is a strong pipeline of talented women.

**>>> What was your first job with Anitua Constructions?** Estimator

**What qualifications do you hold?** Bachelors Degree in Building (Unitech - Lae)

**How do you feel about becoming the boss on Lihir?** I was a bit shocked at first but I'm very honoured and looking forward to the challenge. I know I have the support of my managers and we've got a great team on Lihir so I'm confident I can handle the day-to-day running of the business.

**What do you feel are some of the great skills or qualities you bring to the role?** Determination, persistence, and leadership, as well as my ability to work harmoniously with others.

**How many staff will you have working for you on Lihir?** Approximately 130.

**Why do you think you've been successful in such a male dominated industry?**

Besides growing up in a male dominated family, I believe it's my ability to work in harmony and the respect I show my colleagues. I don't get easily intimidated by men and I always stand by what I think is right. Also, I believe that if you have a passion for something then you can overcome most obstacles.

**Why do you enjoy working for Anitua Constructions?** The people and the working environment.

Raelene Romalus isn't the only woman employed by Anitua Constructions in a technical or managerial role. Its Port Moresby operations also employ Trainee Site Supervisor and Manager Regina Leina, as well as Trainee Estimator Josey John.

## NEWS FLASH

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#### Drilling Success - It's a Group Thing

NCS' Romeo Robinson knows absolutely nothing about drilling but he's an expert at working with landowners from all over PNG. It was this expertise that made him absolutely indispensable to Anitua Radial Drilling Services (ARDS) being able to successfully drill their first water bores for the PNG Government in the Southern Highlands. In addition to his engagement with landowners in the Highlands as well as along its highway, Romeo provided considerable logistical assistance (often in his own time) picking up and delivering equipment and supplies as well as organising travel and accommodation.

ARDS General Manager Tony Collins says "Romeo was absolutely critical to us getting the first bore drilled and recruiting other NCS staff to help with our projects as well. The assistance we got from the NCS team really drove home the benefits of being part of a group of businesses as opposed to an individual business and I hope we'll be able to repay NCS in the future." In the meantime though, he presented Robinson with a drilling themed thank you gift from ARDS – and perhaps PNG's most unique paper weight – made by highly skilled ARDS Senior Machinist, Danny Espinosa.

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## News From The Anitua Group



Anitua and NCS also once again sponsored a very successful *haus krai* event protesting gender violence on Lihir. Pictured at the Anitua booth are Anitua Chief Financial Officer Anthony Neck, human rights activist Ruth Kissam, Tutorne Womens Association President Helen Lusem, and Anitua White Ribbon advocate Stephanie Nialir.



### EVAW Update

Anitua and its catering and camp management company NCS continue to lead the PNG business community on addressing gender violence. This is evident in that Anitua Executive Colin Vale and NCS Managing Director John Gethin-Jones have both been invited to talk on the topics of gender violence and gender equity at international forums (i.e., the Solomons Islands Business Forum and the Asia Pacific Regional Conference on Fostering Female Talent in the Workforce – Women in Business and Management). Anitua and NCS staff can now access gender violence resources on InSight – go to the 'EVAW' tab on the home-page. These resources are for victims and perpetrators, as well as for anyone wanting to help a friend, colleague or family member who is being negatively impacted by gender violence.

We continue to help other PNG businesses through our membership of the Business Coalition for Women and are proud of the Family and Sexual Violence resources we have helped develop for the PNG business community. These resources, or FSV Business Solutions, will be officially launched in August. We are also involved in the development of another business resource, namely an 'Employers Guide to Maximise the Safety of Women Working Remotely'. The Anitua and NCS White Ribbon committee continue to chip away at the long list of actions we need to take in order to become PNG's first White Ribbon accredited business. The committee wishes to thank all of the many staff from our various businesses and support services (e.g., HR, SHEC, IS) who are assisting with this process.

### Hardware Headlines

The Lae Hardware store on Macdhui Street at the market and wharf area has more benefits for its customers other than just its new central location. With all of its building materials under cover and fully protected from both the rain and the sun, customers are guaranteed superior timber products (i.e., no warping or early signs of deterioration that can be found at other hardware outlets) for their homes and businesses.

In Moresby at Six Mile, the Hardware store is starting to attract discerning paint buyers with its range of high quality 'Luxury Paints'. Research shows that the Luxury Paint brand is superior to competing brands due to its long lasting properties and resistance to the tough tropical climate of PNG. But it's not just the paint itself attracting new customers but the knowledgeable staff. Earlier in the year the Moresby hardware team went to 'Paint School' where they learned the most effective methods of decanting and tinting paints thus enabling them to provide superior customer service to all paint buying customers. Anitua Hardware is the sole distributor of Luxury Paints in PNG. Hardware Manager Jenny Kusa says that customers continue to express their satisfaction at being able to buy hardware products from a 100 percent PNG owned company. "It's a real advantage for us" said Kusa "Papua New Guineans work very hard for their money and they like to know that when they buy from us their money stays in PNG instead of going offshore to more wealthy countries."



### Contributions Welcome

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

Anitua Corporate Services  
PO Box 72, Lihir Island, NIP, PNG  
Ph: +675 986 4633

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