

PULSE

News From The Anitua Group

Issue 18 | December 2013

What's in this issue:

- Executive Director Report
- InSight Tip
- Anitua Officeworks Open For Business
- Group Safety Tok Save
- AMS 2 Million Hours LTI Free
- Managing Fatigue At Christmas Time
- Accountant Training on Lihir
- Anitua Leads PNG in Combatting Violence Against Women
- Anitua Logistics – New Business, Great Savings
- Lucky Christmas Prizes Up for Grabs at the Supermarket
- Annual Safety Awards
- Anitua Sponsors Softballers at National Championships
- Diabetes – Act Now and Live Longer!
- New Retail Manager to Improve and Grow Retail

**WHEN LIFTING
MAKE SURE YOU
USE MECHANICAL
AIDS IF POSSIBLE.**

Executive Director Report

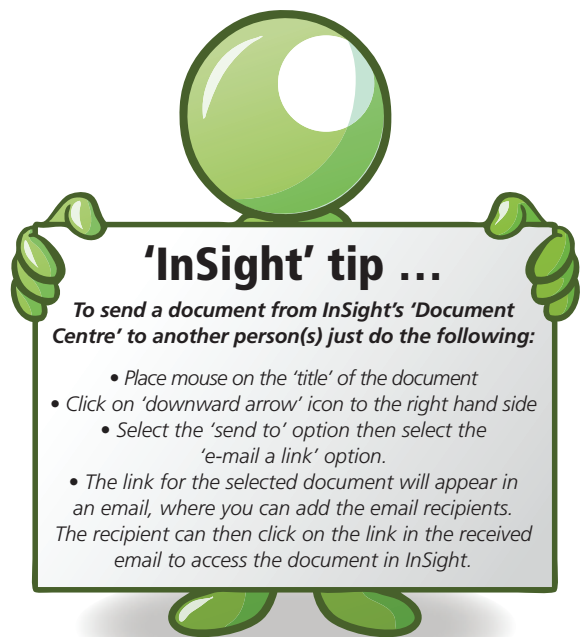
When this newsletter finds you it will most probably be Christmas and thus another year almost gone. We are currently putting all our budgets, plans and cashflow forecasts together for 2014. With the gold price and subsequent cost saving initiatives Newcrest have implemented we too have had to cut back. The Group has been negatively impacted on Lihir along with other Newcrest related contracts at Wafi and Hidden Valley. To compound that, we expect a substantial decrease in services required on the LNG project as construction winds down and moves into production.

On the upside our cashflows have been very good and that has opened up a number of exciting opportunities. The downturn pushes us to pursue off-island opportunities, the course of sustainable income for Lihirians.

What have we achieved as a group in 2013?

- Commenced centralising of travel across the Group
- A Group treasury is now operational.
- Group FOREX (Foreign Exchange) purchasing has saved the company millions of Kina
- Pronto, our group ERP (Enterprise Resource Planning) system, continues to be rolled out successfully
- Moved towards centralised purchasing
- Purchased a significant warehousing and logistics property in a sought after Brisbane location
- The group intranet was deployed and is now operational

Tis the season to be jolly AND safe!



'InSight' tip ...

To send a document from InSight's 'Document Centre' to another person(s) just do the following:

- Place mouse on the 'title' of the document
- Click on 'downward arrow' icon to the right hand side
- Select the 'send to' option then select the 'e-mail a link' option.
- The link for the selected document will appear in an email, where you can add the email recipients. The recipient can then click on the link in the received email to access the document in InSight.

- Built far stronger relationships with our banks
- The Group operates at much safer standards than it ever has and is improving all the time
- At the time of writing, our goal was to have no LTIs in 2013 and so far we have achieved this
- Implemented a group wide customer feedback survey and developed action plans
- Implemented a group wide employee feedback survey and developed action plans
- Implemented our group crisis management plan
- Implemented our new group safety plan although we still have much progress to make in this area

... continues on page 4



Diverse Services – Delivered Solutions

THINK SAFETY

News From The Anitua Group

NEWS FLASH

+++++



Anitua Officeworks Open For Business

Anitua Officeworks is a new Anitua business operating out of the old Hip Pocket premises at the Tinetalgo Building. The shop was fitted out just in time for Christmas by the Anitua Constructions team. Anitua Officeworks is able to supply you with a vast array of work, home and school office supplies as well as furniture and computers.

+++++

**TAKE REGULAR
BREAKS TO STAY
FRESH AND
ALERT.**

Group Safety Tok Save

SHEC awareness within the Group has progressed greatly due to the input from the Safety Reps from each of our businesses. A key achievement of the SHEC team is the finalisation of a new induction system that will result in a consistent, standardized approach to the training of all new employees, irrespective of the business they belong to. Other important news includes the commencement of the ISO management system surveillance audits. The early results indicate that the implementation of the management system is on track for compliance within a 3 year time period as planned. There have been some outstanding efforts identified by this process, most notably the Anitua Constructions team who have fully embraced the new system and are leading the charge in terms of implementation – Congratulations to Mick Warner and his team.



Congratulations also, to everyone who took out an award at this year's Safety Awards function. It is pleasing to see so many of our staff giving priority to workplace safety and being rewarded for it. Once again it was great to have key Newcrest staff attend the Awards. Our Safety Awards is another way in which we demonstrate that safety truly is namba wan at Anitua! A big thank you to the organisers – you can read more about the Safety Awards elsewhere in this newsletter.

We now have an increased focus on 'Fitness for Duty' across the Group. Essentially we are focussing on those things that can prevent employees from carrying out their duties safely or effectively (i.e., fatigue, drugs, and alcohol use). Anitua commenced its 'Fitness for Duty' testing with an initial focus on illicit drug testing. Employees affected by drugs in the workplace pose a serious risk to the health and safety of everyone (i.e., other employees, business partners, visitors). For example, research shows that equipment operators operating machinery under the effects of drugs or alcohol are 20 times more likely to be involved in a fatal accident. Anitua will not tolerate employees placing themselves or others at risk in the workplace. You'll find a series of Frequently Asked Questions (FAQ's) in relation to drug testing on InSight. Given that December is officially the 'silly season' please be additionally mindful of staying safe. The celebrations around Christmas pose all sorts of additional safety problems given increased alcohol consumption, stress and fatigue. Please take a look at the 'Managing Fatigue at Christmas Time' article in this newsletter and remember it is YOUR LEGAL OBLIGATION to tell your boss if you believe you are too tired to work safely.

**Sefti Em I
Namba Wan**

News From The Anitua Group

AMS 2 Million Hours LTI Free

The hard work has finally paid off. AMS has for the first time, passed the very impressive safety milestone of achieving more than 2 Million man hours lost-time injury (LTI) free. The last two years has seen AMS completely turn around its safety culture. This was acknowledged by Newcrest Mine Manager Stuart Reid who commended the considerable improvements in AMS safety performance at the recent Anitua Safety Awards. There is ample evidence in addition to the LTI free achievement that AMS is now 'walking' as well as 'talking' the Group's safety mantra of 'sefti em i namba wan', including for example:

- AMS is compliant with NML and Anitua Group safety policies and procedures;
- The considerable focus on AMS training, including how to correctly conduct 'Zero – Three Tasol' risk assessments has taught ALL employees how to identify potential hazards, and eliminate or reduce the risk involved by using safe work practices which in turn makes the worksite safe; and.
- The SHEC improvement program whereby staff are encouraged to identify



One of AMS's many SHEC improvements include safe road crossings for school children such as the one pictured.

workplace hazards and a means to overcome them. This program has now been extended to incorporate hazards in the local communities. For example zebra road markings and 'Children Crossing' signs have been erected outside local schools so that the children can safely cross the road. The vast majority of AMS staff work in high

risk environments. It is therefore a real achievement to reach and surpass the 2 Million man hours (LTI) free milestone. Congratulations to each and every AMS employee. Keep up the good work and keep AMS LTI free.

Managing Fatigue At Christmas Time

Workers are urged to avoid the dangers of fatigue during the busy Christmas period when many of us are working long hours to complete jobs before we go on holidays. Did you know that working when you are fatigued can be as unsafe as working under the influence of drugs and alcohol? The level of fatigue varies for individuals and depends on workload, length of shift, previous hours and days worked, time of day or night worked and driving times to and from work.

Common effects associated with fatigue are the desire to sleep; lack of concentration; impaired recollection of timing and events; irritability; poor judgment and decision-making; reduced capacity for interpersonal communication; reduced hand-eye

coordination; reduced visual perception; reduced vigilance; difficulty in undertaking complex tasks and slower reaction times.

Your ability to think clearly is vital when making safety-related decisions and this can be impaired when mental or physical exhaustion sets in. Everyone needs time to rest and recover or else they could make a mistake in the workplace that threatens their own health or that of a workmate. Workers must ensure they are fit for duty and should raise any concerns about workloads and work pressures such as deadlines with their supervisor. It is YOUR LEGAL OBLIGATION to tell your boss if you believe that you are too tired to work safely.

Source: QLD DEIR E-Safety Newslettter, December 2012 (www.deir.qld.gov.au)

SEFTI EMI NAMBA WAN



**Yu mas malalo gut
bipo yu kam long wok.
Sapos yu pilim skin
tait tumas yu mas tok
save long bos.**



NEWS FLASH

+++++

Accountant Training on Lihir

The Anitua Group in conjunction with CPA PNG recently conducted Taxation Compliance Training. CPA PNG trainer, Yuwak Tao, travelled from Port Moresby to give the training which was made available to all accountants working on Lihir Island. The sessions included:

1. Staff Remuneration Planning & Withholding Taxes
2. Income Tax Return & Training Levy Return

Anitua CFO Anthony Neck said he was delighted to work with CPA PNG and that more accountant training would take place on Lihir. "It is incredibly important that we have well trained accountants and that we provide ongoing training as part of our commitment to our employees" reported Anthony. He continued with "our accountants are key people involved in the measurement of the performance of our companies and to ensure compliance with the Taxation laws of PNG. In an increasingly complex business world, training is a key element to ensure our employees are up to date."

+++++

Executive Director Report

continued ...

- Met our target retention rate of senior managers
- Completed the NCS buyout so that NCS is now fully owned by Anitua Ltd
- Our board unanimously resolved that our Group do all things practicable to eliminate violence against women

So as you can see it was a busy and productive year. The last achievement I've listed with regard to tackling the very serious issue of violence against women, is particularly important to us as a group. Anitua is now a large company and we feel we have an obligation to try and make a difference in PNG about the appalling statistics in relation to violence against women. As a group we will not tolerate any violence against our female employees and we will promote this externally as well. One of our initiatives is that we are working hard to try and build a Meri Seif Haus on Lihir. This will be a refuge for women on Lihir who have suffered some sort of male perpetrated violence. They will be able to stay at the Meri Seif Haus and feel protected and have access to medical treatment, shelter, support, counselling and advice. Furthermore the Meri Seif Haus will act as a resource to a network of village based seif houses throughout Lihir.

Our second key initiative to combat violence against women is the implementation of the White Ribbon Workplace Program across all of our businesses. We are incredibly proud to be the first organisation in PNG to implement this program. The Anitua Group is showing real leadership in this area.

Our future

The Roman Empire started 338 years before the birth of Christ and was really only a small part of Rome. However, 336 years after Christ's death, at the height of its power, the Roman Empire ruled most of the civilised world. 2,000 years ago they had running water, sewerage systems,

saunas, spas, centralised heating in their houses, education, doctors and much more. By 1452 AD the Roman Empire had shrunk back to almost nothing. So what went wrong? From what I have read and seen I believe you can put it down to a combination of factors but mostly it came down to being spread too far and too thin, poor leadership, too many emperors that led to jealousies, corruption, internal revolt, greed and treachery. They also didn't plan well for inevitable change, they wasted resources and following economic failure there was revolt and eventually their enemies mounted and the Roman Empire was overthrown forever.

I believe there are lessons to be learnt in business from the demise of the Roman Empire. Planning and leadership is terribly important. Being prepared for change, not spreading your resources too thin and using what resources you do have wisely. We have some big challenges ahead of us in 2014 but all our managers are aware of this and are preparing revised budgets and plans. We are also planning and realigning our longer term strategies to ensure we get through the tough times ahead. At the same time we are fortunate to be in a position to actively pursue growth opportunities. We are investigating numerous projects and I have no doubt a number of these will commence in 2014.

I would like to take this opportunity to wish all of our readers, especially our employees, customers and other stakeholders, a very safe and happy Christmas.




Colin Vale

Executive Director

Anitua Group of Companies



Red Cross Lihir President Liz Daimol, Anitua VAW Project Manager Linda Van Leeuwen, and Anitua ED Colin Vale, proudly wearing their White Ribbons at the first fundraiser for a Meri Seif Haus on Lihir Island.

Anitua Leads PNG in Combatting Violence Against Women

The Anitua Group has been championing two incredibly important issues to address Violence Against Women (VAW) in PNG – A Meri Seif Haus on Lihir Island and the implementation of the White Ribbon Workplace Program across its businesses (including NCS businesses). The Anitua VAW program has progressed in 'leaps and bounds' over the last few months including:

- Anitua 'officially' signs up for the White Ribbon Workplace Program – the first business in PNG to do so
- Anitua launches its VAW program on White Ribbon Day
- White Ribbon Day events take place at each Anitua and NCS workplace
- Anitua Board votes unanimously to fund or assist in the building of a Meri Seif Haus (i.e., Women's Refuge) on Lihir Island
- Anitua Board votes unanimously to introduce workplace policies to combat VAW

- Anitua ED introduces VAW as a workplace safety issue that must be addressed in his opening speech of the Annual Anitua Safety Awards
- Anitua supports and emcees the first fundraiser event for the Lihir Meri Seif Haus
- Anitua and NCS appointed as Foundation Members of the PNG Business Coalition for Women

Anitua Director Marc Soipang said "The Anitua Group has started something very important and indeed unique with our VAW program. As acknowledged by World Bank IFC consultant Jean Kekedo, Anitua is leading PNG in VAW initiatives. I encourage all businesses in PNG to follow our lead and help change our country's attitudes and behaviours towards women for the better."



NEWS FLASH

+++++

Anitua Logistics – New Business, Great Savings

The Anitua Group has a new business – Anitua Logistics. Based in Brisbane the business provides central purchasing services to the Anitua Group, including NCS. Furthermore, Anitua Logistics can also provide logistical services and solutions to other PNG businesses.

Anitua CFO Anthony Neck said "the benefits of having our own logistics and central purchasing business are enormous. We are now able to buy at better prices and cut out the middle man. Essentially we'll make considerable savings at numerous points along the supply chain. Furthermore, the facility itself is an excellent property investment for the Anitua Group."

Anitua purchased the 4991m² warehouse in September. It is ideally located close to the Gateway Motorway and the Port of Brisbane. The building is equipped with a five-tonne gantry crane and three container-height roller doors.

+++++



The new Brisbane-based Anitua Logistics facility.

NEWS FLASH

+++++

Lucky Christmas Prizes Up for Grabs at the Supermarket

Customers who spend K100 or more at the Supermarket in the lead up to Christmas will be eligible to enter a competition to win some fantastic prizes. Just put your name and contact details on the back of your receipt and pop it into the competition box to enter.

The Supermarket and Hardware are well known for offering customers opportunities to win all sorts of prizes. In September for example, the Supermarket gave away an LCD 32" TV Screen to school student Analisa Maima of Putput 1 Village. Earlier in the year Anitua Hardware gave away some exciting State of Origin merchandise.

+++++



Lucky winner Analisa Maima can now watch all of her favourite cartoons on the TV she won from Anitua Supermarket.

Annual Safety Awards

The Anitua Group held its 2nd annual Safety Awards in October to recognise and reward excellence in workplace health and safety. Seven of our businesses participated and 16 awards were presented.

The Safety Champion and Safety Star winners for each business appear in the table below. In addition to these awards, were the prestigious Executive Director's Award for the most outstanding individual

contribution to workplace safety across the Group, as well as the very important Safety Through Innovation Award. ARDS staff were awarded both of these with Safety and Training Co-ordinator Albert Kulang taking out the ED's Award. Together with Kade Ashwood (Drilling Superintendent) and Patrick Tamgoi (Drill Supervisor), Albert was also part of the winning team for the Safety Through Innovation Award.

Anitua Business	Safety Champion (1st Prize)	Safety Star (2nd Prize)
AMS	Kurt Seigers	Jude Ipot
ARDS	Danillo Espinosa	Patrick Tamgoi
Constructions	Steven Borokam	Sebastian Mitirom
Security	Kokopo Office	Philip Misikaram
Hardware	Inive Ume	Ronald William
Supermarket	Lom Punukai	Lassangan Konjee
LBS	Denley Marum	Pious Ausur

In addition to the presentation of awards, the function provided an excellent opportunity for Group Safety Manager, Dan Simpson to outline his SHEC plans for the future as well as provide an overview of 2013 SHEC achievements. Of particular note was the progress we've made towards ISO accreditation with everything being on

track for compliance within a 3 year time period. Progress is also being made with regard to bringing NCS under the Anitua SHEC banner and we look forward to seeing NCS staff participating in next year's Group Safety Awards. Another important aspect of the Safety Awards was Executive Director Colin Vale's



(L to R) Group Safety Manager Dan Simpson with the 'Safety Through Innovation' winning team from ARDS - Albert Kulang, Kade Ashwood and Patrick Tamgoi.



News From The Anitua Group



The 2013 Safety Award winners and their plaques.



NML Mine Manager Stuart Reid congratulating Anitua ED Colin Vale on the Group's safety achievements.

presentation which introduced violence against women as a workplace safety issue. All businesses in PNG have a LEGAL obligation to provide safe workplaces and that includes protecting women from male perpetrated violence. In partnership with White Ribbon (www.whiteribbon.org.au) Anitua will be developing strategies to prevent its female staff being assaulted both at work and travelling to and from work. Expertly MC'd by Group Industrial Relations Manager, Herman Tzichandal, we want to thank everyone who helped make our Safety Awards an outstanding success. The Lihir Meri Development Centre was an excellent venue for the awards and as always the NCS catering was outstanding. The safety themed cakes



Anitua CFO Anitua Neck getting ready to enjoy a very tasty NCS buffet

in particular impressed everyone who attended. The Anitua Group especially thank the senior managers and mine safety experts from Newcrest Mining Ltd for their attendance, as their presence added great credibility to our event. We're particularly appreciative of Mine Manager Stuart Reid for his acknowledgement of Anitua's improved safety performance.

Sefti Em I Namba Wan

NEWS FLASH

+++++

Anitua Sponsors Softballers at National Championships

Anitua was proud to sponsor a team from Lihir which included three of its employees to participate in the PNG National Softball Club Championships in Kokopo. It was the first time that a Lihir team had played in the event. Although they did not have success in the finals, the Lihir team certainly punched above their weight given that they were competing against teams from much larger centres.

Pitcher and Assistant Team Manager, Rossina Ilamia from Anitua Supermarket and Jacqueline Tito and Rachel Tigan of ARDS are very grateful for the support their team received from Anitua Corporate, Anitua Supermarket, Anitua Hardware and ARDS. "It would have been very difficult and probably impossible for us to participate in the Championships if it wasn't for our sponsors" said Rossina.



The Lihir softball team with employees Rossina Ilamia (standing 2nd from right) and Rachael Tigan (standing 3rd from right).

Diabetes – Act Now and Live Longer!

First, the BAD NEWS. Diabetes is a deadly disease and more and more PNG people are suffering from it. Diabetes can damage almost every organ in your body and increases the chance of stroke, heart attack, kidney failure, blindness and severe infections. Many people with diabetes end up having toes, feet and legs amputated due to poor blood circulation.

Symptoms of Diabetes

- Constant thirst
- Tiredness
- Blurred vision
- Very frequent need to urinate
- Possibly sudden weight loss or gain
- Tingling fingers and toes
- Itchy skin around your private parts (genitals) or recurrent infections

NB If you're suffering some of these symptoms you need to see a medical professional NOW!

Causes of Diabetes

- Obesity or being overweight
- Bad diet (too much fat, salt & sugar; not enough fresh garden food))
- Lack of exercise

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.

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

Liability Release

While every effort is made by Anitua Ltd to ensure that accurate information is disseminated through this medium, Anitua makes no representation about the content and suitability of this information for any purpose. It is provided "as is" without express or implied warranty. Whilst care is taken in the preparation of this newsletter, Anitua accepts no liability for any damages arising howsoever in connection with its contents. Copyright in this newsletter and all articles within are owned by Anitua.

- Heredity (someone else in your family has the disease)

Now, the GOOD NEWS. For most people diabetes is PREVENTABLE.

Preventing Diabetes

- Exercise every day or most days for about 30 minutes.
- Incorporate as much physical activity as you can in your day – walk instead of catching the bus or driving your car, stand rather than sit at your desk, deliver a message in person rather than send an email or make a phone call, catch up with friends in the gym or at the pool rather than over a beer, go dancing.
- Limit the amount of sugar, fat, and processed foods you eat. Try to eat more traditional, garden foods as well as whole grain



products, beans and legumes.

Remember it's better to boil and steam your food than fry it.

- Reduce your alcohol intake. Beer, wine and mixers (e.g., cola, lemonade) you have with spirits are FULL of sugar.
- Lose weight if you're carrying too many kilos.
- Think about your family. What would they do without you?

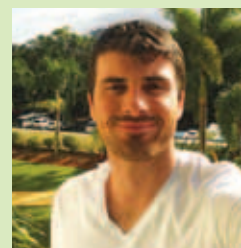
New Retail Manager to Improve and Grow Retail

Anitua's retail success and expansion will be facilitated by the appointment of Retail Manager Trystan Lloyd. Born, bred and based in Sydney, Trystan has nearly a decade's experience with retailing giant Kmart in various management roles including inventory management, general merchandise management, and store management. He has also facilitated several training programs aimed at improving line manager process controls.

Trystan is excited about the prospect of working in PNG and learning about a new culture. "I'm also looking forward to working with such a diverse group of professionals. The team at Anitua have given me a warm welcome, and I look forward to building strong working relationships with them."

General Manager – Retail, John Svenson is glad to have Trystan on

board and essentially serving as his back-to-back and 2IC. "Trystan has great experience and enthusiasm as well as plenty of good ideas as to how we can do things better at an operational level, plus grow the retail side of things even further. He's going to be a real asset to Retail." When he's not busy at work, Trystan can be found studying – he's scheduled to finish his MBA in 2014 – although as a seasoned world traveller he'd much prefer to be mountain climbing or SCUBA diving. We shouldn't have to try too hard to convince him to enjoy some of his breaks exploring the great diving and trekking to be found in PNG.



*New Retail Manager
Trystan Lloyd.*