

PULSE

News From The Anitua Group

Issue 21 | December 2014

*We wish you a merry Christmas
and a Happy New Year.*

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CHRISTMAS PRAYER

JOY TO THE WORLD!
THE LORD IS COME,
LET EARTH RECEIVE
HER KING,
LET EVERY HEART
PREPARE HIM ROOM,
AND HEAVEN AND
NATURE SING,
FOR NOW AND
FOREVER....AMEN.



Workplace safety EAW winners, flanked by Group General Manager for Safety, Dan Simpson (Left) and Executive Director, Colin Vale (Right) are Benjamin Poasa (Anitua Supermarket), Pious Ausur (Lihir Business Services), and David Sakaia (Anitua Protective Services) (L>R). The fourth winner, Scholastica Tanahan (LBS) was unable to attend.

Workplace Safety History Makers

Anitua made workplace safety history in PNG at its 3rd annual Safety Awards in October by allocating specific awards to staff who have taken action against gender violence. In doing so, they have firmly acknowledged that gender violence is not just a law and order problem, or a humanitarian problem, but that it is also a considerable occupational health and safety problem.

Elimination of Violence Against Women (EAW) Program Manager, Dr Linda Van Leeuwen says that she is "incredibly proud" of the fact that the Anitua Group is leading the charge against gender violence and "greatly encouraged" by the growing number of PNG businesses such as Digicel, Steamships, West New Britain Palm Oil and

Westpac who also have their own EAW initiatives. She also acknowledged the leadership and support of Executive Director Colin Vale and Group General Manager of Safety Dan Simpson, noting that they were "light years ahead of not only the vast majority of PNG business leaders and managers when it came to gender violence as a workplace safety issue but also those in most other countries."

Congratulations to our staff for their courage and determination to stand up, talk out, and take action against gender violence – and in doing so helping to make their workplaces safer for women and more supportive of those women who are victims of violence. Anitua is very, very proud of you.



Diverse Services – Delivered Solutions

THINK SAFETY

News From The Anitua Group

NEWS FLASH

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Anitua Social Media Policy

Located on InSight, the Anitua Social Media Policy provides guidance for employee use of social media, including but not limited to, blogs, wikis, microblogs, message boards, chat rooms, electronic newsletters, online forums, social networking sites, and other sites and services that permit users to share information with others in a contemporary matter.

All employees are obliged to familiarise themselves with the Anitua Social Media Policy as inappropriate use of social media (e.g., using social media during work time unless it is directly related to your work; posting images or information that could harm Anitua's image or business prospects in any way) will be subject to disciplinary action, including termination.

All employees are strongly advised to check with senior Anitua Corporate Services personnel if in doubt about their use of social media.

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Group Safety Tok Save

As 2014 rapidly draws to an end we can look back and see that from a SHEC perspective it has been a very successful year. Congratulations to each and every Anitua staff member for their vital contribution in making our workplaces some of the safest in the country.

Very importantly, we have achieved another Lost Time Injury (LTI) free year and have had a record breaking low for Medically Treated Incidents (MTIs). We have also made great steps towards reaching our goal of ISO certification with the first of the external audits conducted in November. Our SHEC management information system - Anitua Incident Management System (AIMS) - has been developed and implemented and we have commenced the integration of NCS and TAG into the Group's SHEC management processes.

Other achievements to celebrate are obviously those of our staff who were acknowledged for their contributions to workplace safety at our annual Safety Awards function (as elaborated upon elsewhere in this newsletter), our ongoing program to eliminate violence against women, and the commencement of our Health Checks Program which paid immediate dividends with a number of staff being identified as having life threatening medical conditions which are now being treated.

As the Group continues to expand off Lihir it is becoming increasingly complex to manage our safety. However, especially with AIMS, we have the right systems, processes and people in place for us to take up our rightful place as workplace safety leaders in PNG. Notwithstanding this, it is imperative that each and every one of us maintain our safety focus if we are to continue to be successful.

A word of caution. With Christmas nearly upon us we have well and truly entered the 'silly season'. We implore you to work safely and stay 100 percent committed and focussed on the task at hand - the Christmas period is statistically our most high risk period with lots of distractions, parties and family events. Though these events are to be enjoyed, please do NOT drink and drive - your health, your life, your family's welfare and your job are not worth the risk. The best Christmas present you can give to the people who love you is for you to be with them for many years to come.

The SHEC team wishes you all a safe and happy Christmas period wherever you may be and we look forward to working with you and kicking many more SHEC goals in 2015.

**Sefti Em I
Namba Wan**



AMS Moves Off Lihir

It's an exciting time for Anitua Mining Services with two new operations in Manus and Bougainville. "Not only are we generating new business off Lihir" says AMS General Manager, Mark Edwards, "we're also making sure that we get maximum usage of our equipment, some of which would otherwise not be utilised on Lihir with the shrinking of Newcrest's operations there."

Manus: Together with local firm Pusina Quarry, AMS has formed a new company called Pusani Ltd. The company will be primarily involved in producing crushed materials from a quarry located in the Polomou area of Manus, with the materials being used in some major new projects as well as routine road maintenance projects. Crushing will soon commence as all of the necessary equipment has arrived on site and staff are in the final stages of

the quarry bench work preparation. John Bassett, based in Lorengau, is the Business Unit Manager for the Manus operation.

Bougainville: At the request of Bougainville business, AMS has despatched some of its excess machinery to Arawa to commence a full scale crushing operation to be located between Kieta and Aropa. AMS will be supplying both equipment and expertise in crushing and road works to facilitate the timely and efficient development of Bougainville and to nurture Bougainville business. An important by product of this new project is that AMS trainers will also be providing highly valued training to the local workforce many of whom have not been in paid employment for significant periods of time. As with the Manus project a new company named Eastrac Ltd has been formed between AMS and a local business. Ron Everson is the Business Unit Manager of the Bougainville operation.

EVAW Update

Anitua continues to make good progress with a variety of EVAW initiatives, most of which are elaborated upon in other parts of this newsletter such as our:

- DFAT research partnership to identify the business cost of gender violence
- White Ribbon Day activities
- Staff awards for addressing gender violence in the workplace

Anitua also played a considerable role in the development of a series of resources the Business Coalition for Women recently launched at the Coalition for Change's White Ribbon Day fundraising breakfast in Port Moresby. The resources are essentially a 'tool kit' to help businesses change their workplace practices so that they are safer and more supportive of staff impacted by gender violence. In short, the work that Anitua has been involved in will not only benefit Anitua staff throughout PNG but also staff from a whole range of other



businesses across the country.

Having successfully completed Stage One of the White Ribbon Workplace Program, our HR, Training, Safety and EVAW staff are busy liaising with White Ribbon Australia staff on specific workplace activities and training for 2015. Whilst we have done much to raise awareness of the problem of violence against women both at work and in the broader community, we now need to follow up with ACTUAL CHANGES to the way we think, behave and work in order to achieve our goal of safer and more supportive workplaces.

NEWS FLASH

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Lihir Health Sponsorship: Breast is Best

Anitua, including NCS Lihir, continues to support important health initiatives by once again sponsoring the Lihir Medical Centre's 'Breast Feeding Awareness Week'. The one week program promoted the health benefits to both mother and child of breast feeding. Anitua Corporate Service's Stephanie Nialir said "it's a common misconception among many of our PNG mamas that bottle feeding is a healthier option than breast feeding but this is simply untrue. We want Lihirian women to know that the best milk – not to mention the most affordable – is their own." Stephanie also spoke to the women who attended the breast feeding program about Anitua's Elimination of Violence Against Women (EVAW) program and the numerous activities Anitua has been participating in to not only make its workplaces safer for women but the broader community as well.



Lihir Medical Centre nurse Julie Powers presenting a new mum with some gifts provided by Anitua Corporate Services and Anitua Supermarket.

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News From The Anitua Group

Anitua staff throughout PNG decorated their workplaces as part of their White Ribbon Day programs.

NEWS FLASH

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More CPA Training

Certified Practising Accountant (CPA) trainer, Daniel Biti, conducted four days of training for 31 Anitua staff on Lihir in November. The training programme comprised 'Basic Accounting', 'Taxation of Individuals' and 'Income Tax and Training Levy Returns'.

Chief Financial Officer of the Anitua Group, Anthony Neck expressed his appreciation to the CPA for working with Anitua to provide this vital ongoing training to our Accountants, Accounts and HR employees commenting "as the CPA conference had just finished a few days earlier it was a great effort by Mr Biti to make it over to Lihir." The training will continue in 2015 with another visit from CPA training staff. Due to the geographical spread of Anitua businesses it is much more efficient and economical to have the CPA come to Lihir rather than for Anitua to send staff to the mainland.

Anthony Neck re-emphasised the importance of the CPA training by saying "we are only as good as our employees we have people with the right attitude and enthusiasm and that's 80 percent of the requirement the other crucial 20 percent is in knowledge and you only get that with high quality training."

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Executive Director Report

Anitua will remember 2014 as a year of change and challenge largely due to the downturn in the mining economy but more specifically the sharp decrease in gold prices and the resultant cost cutting and scaling back of operations at Newcrest's Lihir Gold Mine.

Despite our considerable reliance on Newcrest, the Anitua Group has not stood still waiting for things to change for us and having to wait until the gold price improves again.

NCS which operates in many locations in PNG has also suffered as it is heavily reliant on other mining sites as well. The Company is seeking a few exciting opportunities at the present time which are not reliant on the mining sector.

Anitua Mining Services now operates in Manus as well as in Bougainville, taking not only equipment excess to its Lihir operations off-shore but also its training expertise to the benefit of the local

workforces in these communities.

Retail has branched out from Lihir with two new hardware stores operating in the commercial hubs of Port Moresby and Lae. Anitua Constructions has opened up in Port Moresby and has several contracts already under its belt.

Anitua Security Services, now rebranded as Anitua Protective Services, is finally showing signs of maximising its long held potential. An exciting new venture for our security company is that it will soon be exploiting the considerable gap in vocational training services with an off-shoot training business in Kokopo – Anitua Vocational Training Education Centre (AVTEC).

Anitua Radial Drilling Services is our business which has been most savagely hit by both Newcrest cut backs and the general downturn in mining. ARDS may have downsized significantly but still exists as a business when other drilling companies in PNG have shut down altogether. >>>

White Ribbon Day

On 25 November Anitua staff all over PNG marked White Ribbon Day – the international day of action calling for an end to violence against women and girls. White Ribbon Day is an important part of Anitua's EAW program.

Our workplaces held a special morning tea and discussed violence against women as a workplace safety issue as well as a problem that impacts the whole family – mothers, children, fathers, cousins, brothers, sisters, uncles, aunties, and grandparents.

On Lihir, Anitua's birthplace, it was heartening to see Newcrest Mining demonstrating industry leadership as they too held their own White Ribbon Day activities. It is very important to Anitua that mining companies address gender violence and make their workplaces safer and more supportive of female staff as many of our own staff work in and around mine sites.



Thank you to every one who assisted with White Ribbon Day – an important workplace safety and human rights initiative. Extra special thanks must go to the White Ribbon Administrators across our businesses and our workplace safety staff and managers. Although we did a great job across our businesses marking White Ribbon Day it is crucial to everyone at Anitua to remember that the 25th of November is just ONE day – there are another 364 days for us to address violence against women.

Executive Director Report

continued ...

With the LNG winding down, so has the TAG business. Anitua can be proud of the success of this business since buying out our international partner. We have a 'can do' attitude and the TAG business is indicative of this.

We opened a purchasing and Logistics business in Brisbane with the view to improving our purchasing and procurement for the Anitua Group. All our businesses are on board with purchasing and the results are encouraging. We will market our services to other PNG and Pacific Rim based businesses in the New Year.

It is evident that there is much for Anitua to be proud of in terms of its various business achievements, particularly during such tough times. However, we should also be proud of our corporate social responsibility. Anitua has evolved in to a company that places much emphasis on giving back to not just the immediate communities in which we operate but all of PNG. Many of you will be aware that our programs to address violence against women and eliminate malaria have been highly commended and resulted in plenty of positive media attention. I would like to think that these programs also help staff feel proud to be a part of Anitua just as I am.

Looking to the future, there is no doubt that 2015 will be a very tough year, especially for those of our businesses which still rely heavily on the mining sector. We will continue to closely examine how and where we can cut our own costs and maximise income as well as pursue off-shore and non-mining dependent business opportunities including the purchase of other businesses.

As this is our final newsletter for 2014, I would like to take the opportunity to thank all of our staff for their hard work and dedication throughout a difficult year and thus in maintaining Anitua's position as PNG's most successful landowner company. I would also like to thank the Board for their ongoing support and wisdom. I wish all of our staff, customers, shareholders and business partners a safe and happy Christmas and a prosperous and bright New Year.



Colin Vale
Executive Director
Anitua Group of
Companies

NEWS FLASH

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Diabetes First Aid

There are more people with diabetes in PNG than ever before – many of whom are in the workplace. Most people who know they have diabetes manage it very well. However, sometimes a diabetic may experience a sudden and unexpected drop in their blood sugar level (HYPOGLYCAEMIA) and this can be extremely dangerous.



Signs and Symptoms of Hypoglycaemia

- Extreme tiredness
- Severe thirst
- Abdominal pain and vomiting
- Dizziness
- Irrational or aggressive behaviour (may appear drunk)
- Headaches
- Pale sweaty skin
- Loss of consciousness
- (NB The person may not experience ALL of these symptoms)

First Aid for Hypoglycaemia If Unconscious

- Support the person as they lay on their side and call for an ambulance/doctor
- Do not give anything to eat or drink (they may choke)

If Conscious

- Give the person some sugar
- If the person doesn't improve then call for an ambulance/doctor

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World AIDS Day

World AIDS Day is held on 1 December each year. It is a day for people to show their support for people living with HIV and to commemorate people who have died. Being tested positive for HIV is no longer a death sentence. Modern medicine means that many, many people in PNG are living long and full lives despite their positive status. The important thing is to know your status. So get tested now, take control of your life and protect the people who love you.

Irrespective of age, gender, sexuality, wealth, religion, and ethnicity, HIV/AIDS does not discriminate and neither should we. So, if you know someone who is living with HIV/AIDS, or a family who has lost a loved one to HIV/AIDS, please remember that a little bit of kindness and understanding goes a long way.



NEWS FLASH

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On-line Marketing

2015 will see the Anitua Group increase its focus on social media and on-line marketing. The Group already has Twitter, Face Book and Linked In accounts, all of which will experience an increase in posts in 2015.

BUT, social media marketing needs content from our managers and staff – so send through your content or story ideas to newsletter@anitua.com.pg

When online, CONTENT is CURRENCY!



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DRINK SAFELY
ALTERNATE
EACH ALCOHOLIC
BEVERAGE
WITH WATER
OR FRUIT JUICE.

2014 Annual Safety Awards

Congratulations to each and every one of our staff who won a workplace safety award at our 2014 Safety Awards function in October. Their hard work, innovation, leadership and dedication to safety are helping to make Anitua workplaces some of the safest in the country for not only our own staff but for our clients, business partners and the general public.

Sefti em i nambawan!

Award winners, including Safety Champions (nominated by managers and supervisors) and Safety Stars (nominated by work colleagues) for our various businesses are listed on p. 7. The coveted 'Executive Director's Award' was won by SHEC and QA Administrator Rolec Suma of Anitua Corporate Services. Anitua Radial Drilling Services (ARDS) once again took out the prestigious 'Innovation Through Safety Award' for the way in which safety was incorporated into every element of both the design and build of their Horizontal Drill Rig (HDR250). This was a hat trick for ARDS having also won the award in 2012 and 2013. Both Justin Susic (SHEC Training Superintendent) and Dan Simpson



(Group General Manager for Safety) Extensively praised Workshop Maintenance Manager Trevor Maher (pictured) for the key role he played in the HDR250 project. A

standout feature of the rig according to Dan Simpson was that it was designed and built with safety first and foremost in mind and that its myriad of safety features were not retrospectively fitted as is typically the case.

Although the handing out of awards was obviously the most important part of the Safety Awards function, other key elements of the program included presentations by Executive Director Colin Vale followed by Elimination of Violence Against Women



Anitua's 'Men of Honour' addressing gender violence are (L > R) Benjamin Poasa, Pious Ausur and David Sakaia.

(EVAW) Program Manager Dr Linda Van Leeuwen. Colin Vale highlighted some of the more innovate health and safety initiatives that Anitua has embarked on including our (1) Elimination of Violence Against Women program; (2) partnership with Newcrest Mining Ltd to eliminate malaria on Lihir (the number one cause of death on Lihir); and (3) our home-made and purpose built safety management information system. Linda Van Leeuwen outlined a rationale for why gender violence must be addressed as a workplace safety issue and not just a humanitarian, community, or law and order problem. She also commended Anitua's 'men of honour' emphasising that Anitua employed many men who were increasingly taking a stance against gender violence.

An important 'first' for the 2014 Awards was that NCS participated with Levi Zikzamet and Janet Tinalaven from NCS Lihir taking out the Safety Champion and Safety Star awards respectively. Group



NCS Lihir winners Janet Tinalaven and Levi Zikzamet together with their GM Felix Holi (Far Left), NCS and TAG Group Safety Manager Eke Kendi (Far Right) and SHE Manager Ian Banono.

News From The Anitua Group

General Manager of Safety for NCS and TAG, Eke Kendi flew in especially from Port Moresby to attend the Awards. NCS Lihir's two most senior staff, GM Felix Holi and Operations Manager Alan Bloxwich also attended. NCS and TAG have an exemplary safety record and world class systems – it's great that we are now able to include them in our awards program.

Several VIP guests from Newcrest Mining were present at the Awards. Mine Manager Steven Perkins not only congratulated the winners but commended Anitua on its Safety Awards Program of which the annual awards is a part. "The very fact that Anitua holds an annual safety awards event – with all of its managers stopping work to attend – is indicative of the importance that the company places on safety." He made special mention of the impressive way in which ARDS incorporated safety in to every aspect of the design and build of their latest rig and commended Anitua for its leadership in addressing gender violence.

Anitua's Safety Awards is an important event that requires a lot of planning and



Executive Director Award winner Rolec Suma with ED Colin Vale and GM Group Safety Dan Simpson.

hard work. So not only should Rolec Suma be congratulated for winning this year's Executive Director's Award' she should also be commended for organising an outstanding Safety Awards function. Thank you also to Herman Tzichtandal (Human Resources Manager, AMS) for emceeing yet again – that's three years in a row. And, of course, a very big thank you to NCS Lihir for their excellent catering.

Name	Business	Award
Darius Angos	Anitua Mining Services	Safety Champion
Beverley Kuduk	Anitua Mining Services	Safety Star
Rachel Tigen	Anitua Radial Drilling Services	Safety Champion
Dominic Nutkena	Anitua Radial Drilling Services	Safety Star
Benjamin Poasa	Anitua Supermarket	Safety Champion
Johnny Kapen	Anitua Supermarket	Safety Star
Deborah Moroko	Anitua Hardware	Safety Champion
Jessie Kuskus	Anitua Hardware	Safety Star
David Sakaia	Anitua Protective Services	Safety Champion
Eremas Waninara (Jnr)	Anitua Protective Services	Safety Star
Anton Worio	Anitua Construction Services	Safety Champion
Robert Kabaraka	Anitua Construction Services	Safety Star
Levi Zikzamet	NCS Lihir	Safety Champion
Janet Tinalaven	NCS Lihir	Safety Star
Pious Ausur	Lihir Business Services	Safety Champion
Scholastica Tanahen	Lihir Business Services	Safety Star
Trevor Maher	Anitua Radial Drilling Services	Safety Through Innovation Award
Rolec Suma	Anitua Corporate Services	Executive Directors Award

NEWS FLASH

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Cool Change for Anitua Supermarket

The new air conditioning system at the Supermarket is proving a real hit amongst shoppers and staff alike. The 100KW cooling system pumps out the equivalent amount of cold air as 40 standard home or office units.

Fresh Food Manager Joe Toliman reports "not only does the new cool environment entice more shoppers to shop for longer – thus boosting sales, with Lihir's hot weather it has obvious OH&S and morale boosting benefits for staff. Another advantage of having a considerably lower in-store temperature (about 25 °C) is that the refrigeration units such as the freezer display cabinets do not have to operate at maximum capacity 24-7 to keep the required temperatures, thus reducing chances of the units breaking down.

Another improvement at the supermarket is the checkouts. New automatic conveyor belts have been installed and the old wiring and cabling have been removed giving the front of the store a much fresher and tidier look as well as improving electrical safety and removing trip hazards. The addition of five new checkout display shelves has also transformed the look of the store.

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NCS News: Helping Aussie Govt Help PNG Business

Anitua's catering and camp management business NCS, is again demonstrating its good corporate citizenship by assisting Australia's Department of Foreign Affairs and Trade (DFAT) with a research project that will put an actual monetary figure on the cost of gender violence to the PNG business community. The research builds upon the recent work of the Business Coalition for Women which identified a series of gender violence business costs associated with:

- Productivity
- Security
- Insurance premiums
- Staff turnover
- Recruitment and training

Anitua Chief Financial Officer Anthony Neck describes the cost of gender violence to PNG business as "a no brainer" claiming that "it's obvious to anyone who has been operating in PNG for a while that violence against our female workforce both at home and at work has a real cost associated with it. What's going to come as a surprise to many businesses though is how high this cost really is."

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**NEVER GET IN A
VEHICLE WITH A
DRUNK DRIVER.**

Anitua Security Branches Out With AVTEC

Anitua Protective Services are going from strength to strength as a result of its strategy of focussing on training and the delivery of service excellence, not to mention a new business venture.

APS has attracted the attention of several high profile businesses and has managed to secure a number of long term contracts resulting in us fast becoming the security company of choice across the Islands Region.

In other security news APS has branched out with its new venture Anitua Vocational Training and Educational Centres (AVTEC). AVTEC was initially created to service internal security services training needs however it rapidly became apparent that there was a considerable gap in vocational training across PNG.

Acting General Manager of APS, Dan Simpson, reports "after industry, consumer and National Training Council (NTC) consultation it was decided to expand our training capability to include a greater variety of courses with both NTC and Australian Quality Training Framework (AQTF) accreditation." Courses include:

- Cert III & IV OHS
- Cert IV Front Line Management
- Cert I, II & III Hospitality
- Cert IV TAE
- First Aid Training (Red Cross Certified)
- Fire Extinguisher Usage
- S1, 2 & 3 Mine Supervisor
- High Risk Work (Working At Heights; Confined Spaces)
- Forklift Operation
- Microsoft Suite of Products

In order to keep up with the growing demand for training, AVTEC recently commissioned a purpose built training facility in Kokopo ENB and refurbished another existing facility. As the demand grows, so too will AVTEC with plans already in the pipeline for an eight-classroom facility to be built later in 2015.

The development of AVTEC has generated plenty of community interest with support pledged from Local Level Government, the PNG Women's Association, and several major businesses.



Kevin Kalis (Right), a senior representative for the NTC was impressed with the AVTEC training program packages Benedict Bensir (Security Services Trainer) and Linus Krewanty (Safety and Training Manager) presented to him as well as the training facilities he toured during his visit to Kokopo.

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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