



# E-PULSE

Electronic News From The Anitua Group

June 2013

*Anitua directors and clan representatives together with Anitua and NCS management celebrating the NCS share buyback.*

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## Anitua Share Buyback of NCS: Fair Ownership by All Lihirians

Following a recent share buyback from the Unawos and Tinetalgo clans, NCS is now 100 per cent owned by its parent company Anitua. This means that the Group's profits are now one step closer to being fairly distributed to all Lihirians.

In the early years of NCS operations, and in an effort to protect the growing company's interests, the Tinetalgo and Unawos clans each owned a 25 per cent share of NCS. However, in April this year the clan leaders signed an agreement to sell their shares back to Anitua, which gave Anitua 100 per cent ownership. Once the buyback is finalised the process of buying back individually held shares in Anitua itself can commence. The end result being that Anitua will be owned exclusively by the six major clans that represent all Lihirians. Marc Soipang (Director of the Anitua Group & Tinetalgo Clan Representative) reports "the plan is that each clan holds special shares in Anitua whereby their shareholding in Anitua is proportional to the total Lihirian population and the total number of Lihirians in the clan company.

In short, the NCS buyout means that after many years, Anitua is finally a step closer to becoming **fairly** owned by **all** Lihirians. This is a great result for the people of Lihir as there has long been contention that the clans held an unfair share of Anitua via their disproportionately large shareholding in NCS. Colin Vale, both Executive Director of the Anitua Group and former CEO of NCS, has long advocated for share buybacks for the two companies. He is adamant in his



*Unawos clan representative Barth Wallis (L) and Tinetalgo clan representative Herman Saet (R) cementing the share buyback agreement with a handshake.*

statement that "not only is fair ownership important to the people of Lihir in the short term, it is absolutely critical for their long term sustainability and is in accord with the Lihir Sustainable Development Plan."

The Anitua board and its shareholders as well as the Unawos and Tinetalgo leaders have always acknowledged the importance of the NCS share buyback as a means to align Anitua with the LSDP. However, the timing and opportunity to affect the buyback had not been possible until now. Understandably, Colin Vale is excited and simultaneously relieved about the buyback finally being executed, claiming "we're now one step closer to having the ownership structure that Anitua needs to be regarded as the true commercial arm representing all Lihirians." An additional benefit of the new ownership arrangement is that it streamlines management processes and operations thus simultaneously improving returns to shareholders.

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## NEWS FLASH

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With the Insight Training Sessions now complete it should be obvious to everyone on how it can help our business units become better internal communicators. We must now think of Insight as our 'First Option' when it comes to all sorts of work related information and documentation.

■ Need a colleague's phone number

→ Look on Insight.

■ Want to complete a leave application

→ Look on Insight.

■ Can't find a policy or procedure

→ Look on Insight.

If there's something that you think should be on Insight but it's not, then send an email to your business' Insight Content Manager or complete the feedback form on Insight. Don't forget to update your 'My Site' personal profile.

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### New Group HR Manager at Corporate

Fresh from a 2 year stint in Laos, Shaun Carden has recently arrived on Lihir in the capacity of Anitua's Group HR Manager, replacing Monica Benyk who has taken over the lead HR function for NCS in Port Moresby. Shaun brings nearly 20 years HR experience with him, having worked in both generalist and specialist HR roles in Australia, the Middle East and most recently Asia. He also has PNG experience through his earlier military career. His special interests within HR are organisation and workforce development, change management, learning development, and HR analytics. Shaun holds a Bachelor of Business with majors in HRM as well as Logistics and Operation Management.

Shaun is excited to join Anitua as it will provide him with the opportunity to fulfil some of his professional and personal goals. He describes his new role a "professional challenge due to the diversity of the company, and also an opportunity for me to professionally develop and contribute at the same time." On a personal level it allows him and his wife to settle back in Australia and be close to family. "After living overseas for the last 8 years, Maroochydore is now home and from there I can rekindle my enjoyment of fishing, kayaking and life by the coast."



*New Group HR Manager Shaun Carden is looking forward to fresh challenges on Lihir.*



*The Anitua Supermarket team freshly kitted out in their new uniform.*

### Supermarket Has the Best Looking Team In Town

Anitua Supermarket staff look even smarter than their recently refurbished workplace with the arrival of their new uniforms. Staff received their new uniforms together with their work IDs last month and everyone is in agreement that they look fantastic. Supermarket Manager, Joe Toliman said "the uniforms are very professional looking and well overdue ..... they've given the staff a real morale boost."

### ANITUA STAFF COMPETITION

Short of Kina? Why not contribute an article for the next Pulse newsletter for your chance to win a cash prize! K100 & K200 prizes up for grabs! (K500 total maximum prize pool.)

## BE IN IT TO WIN IT!

Send your articles/entries to:  
[newsletter@anitua.com.pg](mailto:newsletter@anitua.com.pg)

.....  
*Senior management is excluded from this competition. Judge's decision is final and no correspondence will be entered in to. Winner/s will be announced in the next printed edition of Pulse.*





## Electronic News From The Anitua Group

### Anitua Supports National Haus Krai

Staff from numerous Anitua businesses participated in a march against gender based violence as part of the National Haus Krai last month. Many of the female employees in particular were impressed and grateful to have their ED Colin Vale, CFO Anthony Neck, and new Group HR Manager, Shaun Carden join them. GM of Anitua Security Services, Anthony Scottney-Turbill also lent considerable support to the protest by driving one of his Security vehicles behind the marchers in a safety capacity.

The National Haus Krai campaign was organised by numerous organisations which came together as a result of the frustration over the way that violence against women and girls is tolerated, ignored and accepted

in this country. The aim of the walk on Lihir was to speak out about the wrongs of violence against PNG women and girls. Enough is Enough!

Colin Vale said that Anitua and NCS were proud to have supported the protest walk through their sponsorships. "We all know that gender based violence is an enormous problem in PNG. I've been in this country a long time and it never fails to sadden, anger and frustrate me when I see battered and bruised women." He continued ..... "Through the Lihir Destiny Plan we strive for sustainable development for Lihir but let's not forget that if Lihir is truly going to develop then violence against women must STOP! How can girls attend school, or women be productive at work when their bones are broken or they're worried about getting beaten up and raped?"



Staff from Anitua Supermarket proudly marching against gender based violence as part of the National Haus Krai. Front Row (Left to Right): Yamas Toyet, Anthonia Bertho, Pauline Kiapun, Pricilla Kilala, Tulai Danit, Genevieve Mautu. Back Row (Left to Right): Saurang Sokou, Theresia Padiongo, Denilah Kikisi, Fiona Lusu, Roddy Pauria, Gladys Tamas.

## NEWS FLASH

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Newly appointed General Manager of AMS – Mark Edwards.

### AMS Finally Gets its GM

It was with a collective sigh of relief when Maintenance Manager Mark Edwards was promoted and simultaneously appointed to the position of General Manager. Anitua Group ED Colin Vale said that "following policy, we searched far and wide for the best possible candidate for the position but after several months of Mark's outstanding performance in his role as Maintenance Manager combined with his wealth of experience, the right qualifications, and strong safety values, it became apparent that the best person was right under our nose". Other valuable qualities that Mark brings to the position are his PNG experience, strong maintenance background, client and employee relationship skills, communication skills, and perhaps most important, a great passion for AMS success. Just as important as having the right person at the helm of AMS is that Dan Simpson who has done a fantastic job as the Acting GM can finally start doing what he came to Lihir for in his position as Group SHEC Manager.

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#### 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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