



E-PULSE

Electronic News From The Anitua Group

February 2014

Anitua Constructions started the year safely with a safety refresher course - Story back page.

What's in this issue:

- Fishing – ARDS Style
- Safety Alert: Alcohol, Drugs & Machinery
- Corporate Travel Relocation
- Group Safety Tok Save
- Anitua Officeworks Introduces Bos Meri Barbara
- Starting the Year Safely
- White Ribbon Update
- LBS Work Experience Program

Fishing – ARDS Style

The New Year has seen ARDS take on a new task – Fishing! Feeling jealous? You shouldn't be because it's not the kind of fishing many of us would like to be enjoying in our free time. Instead of hooking onto something tasty to put on the table, the ARDS team are retrieving old steel tubing from the geothermal wells littered alongside the main road to the mine.

It's a labour intensive, repetitive and dangerous job and just like 'real' fishing the results are not guaranteed. The Schramm drill rig hangs 80,000 pounds of rod string into a hole to hook on to just a 10mm round piece of tubing – "good luck" you may well say.

Unlike 'real' fishing this is highly important work as the steam that is needed to drive the massive turbines to assist Lihir's power supply is coming from the holes ARDS is repairing. In short, ARDS fishing helps Newcrest's Power and Utility crews maximise their geothermal source of energy which results in savings in power costs and less dependence on fossil fuel. Good for our client and good for the environment.



A different kind of fishing crew with their prize catch.

Safety complacency is a workplace hazard. What controls do you have in place to mitigate complacency in your workplace?

Safety Alert: Alcohol, Drugs & Machinery

Did you know that you WILL lose your job if you are found to be under the influence of alcohol and/or drugs whilst operating work machinery (including light vehicles outside of work hours)? There will be NO exceptions.

Sefti em i namba wan!



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NEWS FLASH

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Corporate Travel Relocation

The Corporate Travel team has relocated along with the Anitua Corporate HR team to the ground floor of the Tinetalgo Building in Lower Londolovit Town. Their new phone numbers are:

- General Enquiries – Ext. 1219 / 1218 / 1217
- Travel Supervisor – Ext. 1216

Group HR Manager, Shaun Carden, says "This is a great opportunity to bring Corporate Travel and HR into one team and in one location. I feel this will allow us to better support each other and the rest of the Anitua Group. Our vision for the future is to have a centralised travel booking service for all Anitua and NCS employees, this being the first step towards that goal."



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Group Safety Tok Save

2013 was a year of change for the Anitua Group in regard to how it approached workplace health and safety. At the beginning of last year there was no single, structured SHEC system or platform in place that the Group as a whole was aligned to. To exacerbate the situation there was limited employee understanding of the correct process of reporting, classifying and investigating incidents. Overwhelmingly, SHEC initiatives and reporting were driven by our largest client in conformance with their contractor management system.

To resolve the above issues the SHEC team developed an ISO 18001, 9001 and 14001 compliant system that provides a standardized approach to resolving SHEC issues across the group. The system comprises 5 standards, 6 SHEC policies, 44 procedures, together with 46 forms and templates covering everything from risk management and incident investigation to hazardous chemicals management and emergency arrangements. (NB The primary SHEC document repository is Anitua's intranet – InSight.)

Surveillance audits to ascertain the level of implementation across our businesses commenced in September 2013 and it was clearly evident that the scores were directly proportional to the level of commitment by both the management team and SHEC advisors in each of the business units. Three out of five business units scored higher than the 33.3% percent required in the ISO audit process, with some scoring considerably more.



As we move in to the second year of a three-year implementation plan we will see greater accountability across the Group in regard to SHEC management. Each of our business units are well placed to move into 2014 with the confidence that the basics of the system have been implemented. Overall, there is a decreasing trend in the incident rates for Anitua whilst an increase in the reporting culture. As a group, we have progressed significantly in regards to ISO compliance and good SHEC practices are rapidly becoming recognized as good business practice.

In summary, 2013 was a great year for the Anitua Group from a SHEC perspective. We have successfully completed our second year LTI free, an impressive milestone by any standard. Keep up the great work everyone and together we should be able to make 2014 our safest and therefore best year yet.

Sefti Em I Namba Wan

Anitua Officeworks Introduces Bos Meri Barbara

Our latest business 'Anitua Officeworks' opened just before Christmas and has been doing a roaring trade ever since. A warm welcome to Store Supervisor and new employee Barbara Buna - Barbara joins us from Port Moresby. Barbara

comes with a wealth of office skills, supervisory experience and a good grasp on I.T. solutions that will be a great asset to the successful running of the store and no doubt highly valued by customers as well.



Above: New store supervisor Barbara Buna taking a break on one of the many new office chairs in stock (with lockers also for sale in the background).





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Some of the LBS team who assist students with work experience placements.

Starting the Year Safely – Anitua Constructions

January saw Anitua Constructions staff attend a refresher safety training course. In total, 135 staff participated in the 'Hazard Identification' and Newcrest Mining's 'Zero-3 Tasol' training, with 30 staff doing additional Permit User training. Operations Manager, Paul Thorpe, says "it's always good to start the year with a

focus on safety and this training gives staff a heightened awareness of site safety. The Permit User training now enables even more Anitua Constructions staff to have access to all Newcrest sites which means that we'll be able to provide our key client with more efficient service."



White Ribbon Update

It is now common knowledge that Anitua is implementing the White Ribbon Workplace Program across each of its businesses throughout PNG in order to address violence against women. The first step in the Program is the administration of a site-wide questionnaire which we're hoping to do in March. The questionnaire will be confidential – you will not need to put your name on it. (A very big 'thank you' to the team of Anitua and NCS staff who worked on the Tok Pisin translation.) The results of the questionnaire are very important as they will be used by White Ribbon staff in Australia to advise Anitua of the changes we need to make to our workplaces, policies and procedures. Please take your time and answer all questions honestly.

The White Ribbon Workplace Program also requires Anitua to have Ambassadors. Ambassadors are men who have sworn an oath to never commit, excuse or remain silent about violence against women. More information about being an Ambassador is available on the White Ribbon website (www.whiteribbon.org.au/ambassadors). You don't have to be a boss or well-educated to be an Ambassador. The key requirement is that you believe in your heart that violence against women is wrong and that you want to do something about it. If you think you'd make a great White Ribbon Ambassador please email Anitua's White Ribbon Project Manager (linda.vanleeuwen@anitua.com.pg) or ask your boss to do this on your behalf.

Anitua is making a big effort to address violence against women. **However, we will not tolerate all forms of violence, including violence committed by women against men.** Just like the recently passed Family Protection Bill, the new policies that we are writing are gender neutral – they apply equally to men AND women. At Anitua we believe that EVERYONE has the right to live a life free from violence.

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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NEWS FLASH

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LBS Work Experience Program

Lihir Business Services regularly hosts students who are looking for work experience opportunities during the long weeks of their Christmas holidays. Last year was no different and the LBS team opened its doors and happily shared their office, expertise and insights with three Lihirian students: James Lakie (University of Southern Queensland), Silvester Anap (Institute of Business Studies), and Xavier Tommy (IEA College of TAFE). James Lakie, who is studying his Bachelor of Commerce, was so appreciative of the time he spent at LBS that he sent the entire LBS team an email thanking them. He particularly commended LBS on their supportive work environment and team ethic. Acting General Manager John Johnson says that "LBS work experience provides students with some new skills and more often than not a first time experience in a working office – in short, it's a pathway to employment and opportunity and that's central to what LBS is all about."

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**ALL NEAR MISSES
MUST BE REPORTED**



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