



insider

ISSUE 1 QUARTER ONE 2010

A MESSAGE FROM THE CEO

Alright, it is always a little difficult to find a suitable platform to commence but let's try this ...2009; what a year!!! Let's reflect for a moment.



iPi CEO, Scott O'Reilly

Thinking about our own personal responsibilities at work? Do you find that by doing so this often leaves you with a thought of OK, work was busy but have we or I moved on? Well, the short answer to that is yes indeed. Allow us to ponder on your behalf for a moment and gently remind you of just 'some' of the activities, the successes and the inroads the Group has experienced during the past 12 months. You just may be surprised at what has been quietly achieved...

- Our Corporate Branding ...have you noticed our brilliant TV commercials, have you noticed our uniquely painted transport fleet-prime movers/rigids/tanker barrels, have you noticed our logo on our light vehicles? Have you noticed our glossy print advertisements, have you noticed our bold external signage, have you noticed our sharp corporate material-stationary-folders-stamps-brochures-email footers-letterheads-our web site? Well, I can assure you so too has half of PNG.

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FROM THE GROUP BUSINESS DEVELOPMENT DESK

To all in our Group, it is with much pleasure that I write; this equally on behalf of both Mr Philip Malingi and Mr Judah Baru injecting our collective thoughts into the very first iPi Group Newsletter. Yep, we have launched...

We trust you will enjoy the read and further, we also hope that you will gain a wider insight into the activities and adventures we each embrace everyday in our work participation.

Right from the outset we'd like to thank Scott for his personal support and motivation in putting this newsletter together (got to mention, he has been very patient). However in saying so, we also sincerely thank all those people who have sent through articles and photos which ultimately creates this document. This quarterly publication and the ones to follow will fall under the umbrella of Business Development and, as part of our overall responsibilities we intend to grow this by adding your content. So, think about what you do and what you see ...what you are involved in and then



Peter Long and Philip Malingi

write it down and send it through to Peter Long. Sure, I may hold some editing rights but I can assure you that we intend to share your stories and your photos to all in the Group. It should be fun and we look forward to producing the flyer. ■

Peter Long Contact: Peter.Long@AD.iPiGroup.com.pg

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OUR CORPORATE SPONSORSHIP CONTINUES ACROSS MANY COMMUNITIES

The iPi Group of Companies is extremely proud of our long-standing commitment in providing quality and relevant sponsorship to many organisations and institutions. For many years now we have listened to a number of approaches made and in accordance with the very strict company criteria on corporate support, lent substantial help and assistance in a variety of ways.

The following are just some examples of the ways in-which we participate in sponsorship but as you all know, it is not limited to only these...more updates and news in the next edition.

The Lae Technical College:

In Dec of each year we sponsor two significant awards for the Lae Technical College. Again in 2009 the same continued sponsorship by the iPi Group of Companies was presented. The iPi Group stands behind the best student-Dux Award in Hospitality Studies and the best student-Dux Award in Business Studies. We do this by way of presentation of a Plaque to each student and a cheque presentation assisting in their on-going studies or preparation for employment. Our long association with the college and importantly Mr Laurence Parry,

who coordinates the Awards night, is something that we are personally very proud of. To recognise the achievements of the two students in their individual study disciplines we believe deserves appropriate reward and acknowledgement.

The Paiam Rocks ...football at its best:

For all of us who have ever witnessed the might of the Paiam Rocks; the crash and tackle of Rugby in Porgera, you'll be very pleased to learn that our continued sponsorship of the team is something that we are indeed proud of. They say winning is not everything but it is great to know that the Paiam Rock are leaders in almost all competitions they attend. The lads are highly trained, extremely committed, super fit and fast and most of all ...they are our team. Way to go boys ...sorry, men!!!!

The PNG Game Fishing Titles:

The PNG Game Fishing Titles is one of the premier sporting events in the country each year at Easter, over a 10 day period, hundreds of serious fishermen and women gather for the competition and do so with conviction. The event rotates between Lae, Madang, Port Moresby and Rabaul and each year sportsmen and women come from all over PNG and abroad to participate in the prestigious event. We are proud of our corporate support in this carnival. The 2009 festivities were hosted in Madang; 2010 see the mustering of sports people in Lae. Not only do the focused fisherman and women present on the magnificent flotilla of boats during the 10 days but so too senior representatives of all the major companies and business organisations in PNG. To be present at the Titles offers one a completely different perspective on how the showcase event can be professionally staged, how the coordination of boats, teams and support crews can be managed, how the social activities (prior to and post the actual days of fishing) are woven into the event as a whole is something to behold...



iPi is proud to sponsor the National Under16 Rugby Team

OUR CORPORATE SPONSORSHIP CONTINUES ACROSS MANY COMMUNITIES (CONTINUED)

The iPi Group is pleased with our involvement in the staging of the Titles and whilst being a Gold Sponsor and delighted to be so, it is also comforting to learn that many trophies over the years have been accepted by our very own CEO. Scott has gone on to captain the PNG Game Fishing Team (in 2009) in Cabo, Mexico during the world titles.

The Lae Junior Cricket Team:

In Dec 2009, the iPi Group supported by way of opportunity the Lae Junior Cricket team's passage through from Lae to Port Moresby so that they could participate in the national competition being held over that time. The team certainly looked rather pleased at being able to compete in the games and the help and assistance given to the lads by the iPi Group was truly embraced by all.

Our financial assistance offered the young, but very bright and talented team, the avenue to fly down and join in the special game of cricket shared by all other teams participating in the event. The iPi Group stood ready to help and support the team given all the preparatory work already undertaken by them to finance their journey. There was never an expectation to have the iPi Group fully sponsor the team; the individual members of the team worked tirelessly to help fund a high degree of the trip costs however, they were ever so grateful receiving the iPi pledge that finally allowed them the comfort and knowledge that their trip was now 'in the bag'. The feedback post-competition, has reflected nothing but praise for the way the boys conducted themselves both on and off the field. We congratulate their combined and collective efforts and trust they continue to do well in the current season.

The Local 10 Mile Community in Lae:

The iPi Group proudly supported the local 10 Mile Rugby Games out on our property opposite the 10 Mile Service Station and Store site in Dec of 2009...it was fantastic to see such a large turnout of enthusiastic players and supporters all involved in the pre-Christmas games. Not only did the local games bring forth a wonderful community spirit of getting together and competing against various football sides but it offered many of us in the Group an event to sit on the sidelines and watch; this as keen and rowdy spectators too. What is very pleasing to note was that the organisation of the local carnival was in fact done by many of our own employees - transport and admin staff....They too have thrown themselves into the local community and their participation both on and off the field was tremendous; a wonderful achievement no less. Great to see all those iPi logo's on the uniforms!!! It is a comforting feeling to know that the iPi Group is indeed an embedded part of the 10 Mile community and we remain delighted to participate in all of the local action. ■

IPI CATERING STAFF GRADUATES

Since the introduction of HTA training in 2006, our Catering Training Department in partnership with the Hospitality Training Association of Australia has achieved a milestone for the company by graduating 12 local Porgera's with "Certificate 2 in Hospitality - Kitchen Operations".



The participants seated with their certificates and back row standing (Right to left) Andrew Fuller of HTA (Aust) Ross Stormont, Assistant Project Manager, Peter Aiyok Training coordinator and Collin Minto Chef Manager

This has been a remarkable and rewarding achievement for both the company and all individuals; we are all very proud of their combined efforts.

In January 2010, a one week intensive training program was conducted and this concentrated on dining room operations. There were 10 staff from Catering (Porgera) who participated in the innovating and exciting training program.

After the week's training, all trainees put into practice what they had learned by serving a three course a la carte dinner where 24 invited guests from within the IPI Group and guests from iPi's Mountain Lodge were served.

Hospitality is a practically-orientated field of study and the week-long training was conducted at Mountain Lodge for the participants. They each experienced a real life situation.

It proved most successful; this due to the performance of the trainees especially on the last two days where they served the invited guests.

On hand to see and assess the trainees was Mr. Andrew Fuller of HTA (Aust) along with our own in-house Catering trainers. Mr. Fuller was highly encouraging in his praise of the trainees. All participants did an excellent job and they were also awarded their Certificate 1 in Hospitality-Operations

Three other trainees working in the dining room as Barista's were awarded their Certificates in "Preparation and Service of Espresso Coffee."

iPi Catering and the HTA are equally committed to practical on-going training to increase the already extensive skills based of our employees working in both the kitchens and dining rooms at Porgera. ■

**A BIT OF TRAINING NEWS:
IPI CATERING STAFF - ASIAN COOKERY**



To add flavour, variety and tantalising extra tastes and aromas to our foodservice operations in Porgera we launched sometime back the Noodle Bars smack in the centre of the Alipis and Suyan messes.

Before the introduction of our Noodle bars, our staff had very few skills in the art of Asian cookery so to commence the on-going training process, we brought in professional chefs from Asia and China to train our local staff in cooking Asian and Chinese dishes.

The chefs were on attachment to Catering for periods of two week blocks and during this time they were heavily involved in the training of our local staff; this in the direct cooking methods and principles of Asian cuisine.

The whole exercise inclusive of the initial and on-going-continuous training has proved to be a major success and when our new found Chef Trainers and now dear friends left Porgera our trainees continued on what they had learned from the experts. The warm and highly complementary feedback we received from our PJV customers was indeed a positive reflection of the commitment shown by both our Asian chefs and our trainees.

In January this year, we enjoyed having Mr Steven Ling, of Chinese origin, back on site and undertaking more advanced training in the Noodle Bars. Again, these two week training blocks were a huge hit for all who participated in the training sessions and it seems that even more so for the recipients of the stunning food cooked.....

Some of the staff who participated in the training were: Yangol Yako, Mark Mindi, Marley Holix, Willie Tiene and Simon Yai.

Here is a suggestion ...our trainees would like you to cook this recipe when next you have a moment back in your own kitchen...

SICHUAN PRAWN AND NOODLE STIR-FRY

Ingredients

- 600gms Fresh Rice
- 80 mls Noodles Peanut Oil
- 20 medium Prawns (peeled & de-veined with tails intact)
- 1 tablespoon x Chinese Rice Wine
- Fresh ginger (2 cm) (julienned)
- 2 Garlic Cloves crushed
- 2 Fresh red chillies (seeded and thinly sliced)
- 2 tablespoons Chilli Bean Paste
- 4 Spring Onion (thinly sliced on the diagonal)
- 15g Fresh Coriander Leaves

Method

1. Soak the noodles in boiling water to separate. Drain and refresh under cold running water.
2. Heat a wok over high heat then add the oil and swirl to coat the side of the wok.
3. Cook the prawns for 1 minute stirring constantly.
4. Add the wine, ginger and chilli and cook for a minute.
5. Gently toss in the noodles until mixed together.
6. Add the chilli bean paste and spring onion.
7. Stir over high heat for a further minute.
8. Sprinkle with coriander and serve.



A PROFILE OF AN IPI GROUP DIRECTOR:

MR PHILIP K MALINGI



Lae Base Resident Director - iPi Transport

I joined the iPi Holding Board mid July 2006 representing the Kairik and Tipinini area in Porgera, Enga Province. I serve on the Holding Board and on two of the 11 subsidiaries within the iPi Group of Companies. In early 2008 I was appointed to serve as the Lae based Resident Director and equally a Business Development Officer. In my capacity as Resident Director I represent the Holding Board manning its presence in our Lae based operations, assisting and working closely with the Senior Management Team. I also serve as a Business Development Officer working alongside Peter Long, the iPi Group's Business Development Manager.

My Work Experience:

Prior to the iPi Boards appointment as Lae Base Resident Director I worked with the Barrick Gold Corp-the PJV as a Senior Community Relations Officer (Illegal Mining Section), Community Affairs Department. I joined the PJV in early February 2005 as Relocations Officer.

My Education:

I have completed Diploma in Public Administration and Diploma in Business Management at the PNG Institute of Public Administration College from year 2001 and 2003 respectively.

Married:

I'm married to Anna Pokoli and she is from Porgera and we have three children.

Age:

34 years (16th September 1975)

PROPERTY HOLDINGS...

PORTER'S COFFEE SHOP - 10 MILE LAE

For many of us in the Group based out at 10 Mile in Lae, our local refreshment haunt is Porter's Coffee Shop. We too are proud to say that our highly skilled and dedicated staff still make the best coffee in town although it is pretty hard to compete with the catering people in Porgera with their Barista - espresso machines. We serve the local community and offer an extensive and quality menu; all this in a tranquil and tropical setting.

We invite one and all out to 10 Mile to taste our fare the next time you are in town. Do you know our Menu includes all the popular dishes inclusive of our very generous and popular club sandwiches, tasty cheeseburgers, hot chips, good old meat pies and sausage rolls, the best of old fashioned chilled and flavoured milkshakes, delicious ice cream, a range of coffees and teas plus the extremely popular hot pots of 'rice and meat stews' which the current hot choice is beef curry. Yep, food to enjoy dining in or, a lunch to have on the go.

Porter's Coffee Shop also sells fresh cut flowers, flower pots and heaps of plants ranging from palm trees, candle trees, pikus trees, wild taros, creeping plants and many more varieties making Property Holdings the leading flower and plant seller in town. Porter's Coffee shop is indeed the tropical haven out of the city and is often used for quiet relaxation with a hot beverage, a peaceful lunch break spot or a morning tea just before catching a flight out of Nadzab. Try bringing your partner out for a meal ...you won't regret it.

Porters Coffee Shop serves breakfasts and lunches and this really helps all our staff and regular visitors out at 10 Mile. No problems in grabbing a solid and decent feed before work so our workshop boys tell us, all too easy for a relaxing lunch say the ladies in the Admin Office ...we have noticed that our CEO sneaks the occasional milkshake every now and again although we have it on good authority that he often asks others to buy them for him!!!! Who is that Business Development fellow who enjoys the odd meat pie we ask?

So, when you are next seeking a quick food frenzy... come on out. You'll see the sign. ■

By Steve Kimbu (MPH Property Manager)

Steve Kimbu



IPI AND HOT CROC ADVERTISING – A PARTNERSHIP GOING FORWARD

The iPi Group continues to cement relationships with organizations to continually grow and maintain the iPi brand in the marketplace.

Amongst industrial catering, critical cartage, pitching to multi-million dollar corporations and hauling fuel across PNG the iPi Group have established a relationship of a different kind.

Just a hop, skip and a big jump across the Pacific is the Hot Croc Advertising team – experts in our field (and dedicated students of logistics solutions in PNG!), we have worked closely with the iPi Group to develop and maintain iPi's corporate brand in the marketplace.

Based in Cairns, our relationship with the iPi Group dates back to the creation of the iPi logo, company stationery, style manual, tender shells and the website. Our objective remains to paint PNG blue and white – having started with signage on the prime movers and light vehicles and going through to advertisements in In-flight and Resources magazines and industry calendars.

Over the past four years we have worked on numerous projects together and strived to keep the iPi Group abreast of industry trends and ahead of its competitors.

This has meant coordination of photoshoots and filming in Lae, Porgera and Mt. Hagen of iPi staff, depots, prime movers and a range of iPi assets. We've used these assets to develop the iPi Group Cookbook, corporate profile cards, corporate videos and Christmas cards. After weeks of editing, sourcing background music and the right voice-over, we've also produced the iPi Group television commercials.

Most recently, we have designed the new iPi Group newsletter which we hope will keep you informed of the latest corporate news, events and personal stories. ■



Image Caption to go here

IPI SENIOR ACCOUNTANTS SEMINAR OR PERHAPS KNOWN AS THE BEANIES BISTRO

A seminar for the Group's senior accounting staff was held in Madang in June 2009.

As this was the first of its kind there were a number of objectives we hoped to achieve during the course:

- Get all the staff talking to each other and to break down the barriers that have grown up between divisions, share ideas on how the accounting group can move forward into the future in a spirit of co-operation.
- Talk about new ideas and better ways of doing the tasks at hand, standardising the way the group operates in this area of its expertise and getting everyone involved.

I believe that we achieved substantial progress in getting the message to the staff and creating an atmosphere of co-operation. Most of those attending the seminar have taken away the ideas floated and certainly have put some of them to work.

The atmosphere was conducive to relaxation and after lunch a few participants clearly took advantage and relaxed a bit more as evidenced by the snores coming from their desks.

At the end of the course, the heavyweights attending were soundly beaten in the canoe race by both the women's team and the lightweights. Of course some of those had been practicing on the way down from Porgera, stopping off at every available river and creek to limber up their muscles or perhaps just clinging on to their seats in the Wick's Mobile was enough preparation for the tournament.

I expect this seminar to become an annual feature on the accounting calendar as it was beneficial to all involved and is a good way to discuss new ideas and ways of doing our jobs. ■

THE IPI GROUP'S FIRST INTERNAL NEWSLETTER

Dear one and all,

On behalf of our CEO, Scott O'Reilly and the Board of Directors, I trust that you will enjoy your reading of our very first newsletter. This is an initiative of Scott and his thoughts are that by producing such an internal publication, we each can share in the news on many of the activities being conducted around the Group.

Now here is an opportunity for us all ...we hope that you will embrace the publication and by doing so, you'll add further material to our up-coming quarterly editions. We know that you have stories about what you are involved in and spreading these around the Group should add value, interest and we trust a chuckle or two on occasions. I warmly invite you to contribute your thoughts, your articles, your pictures/photos and send these directly through to me. My task is to pull it all together and whilst I'll be seeking expert advice and help on the side, it is your contributions to the Newsletter which will add interest and intrigue. So, it is our newsletter for the Group written by the people of the Group.

Already we have very interesting and creative stories coming through from our Transport folks, our Catering teams, the Property Holdings people, our IT staff and even our Accounting experts...

We are keen to hear from you and we look forward to including your articles of interest; your news on what is happening at your workplace. So, start writing and send your material through to me as a matter of course. Who knows, you may have a whole new career in journalism in front of you? Stay tuned, there could even be prizes awarded for the most interesting article, the funniest story, the strangest moment, the most intriguing news, the best employee profile and or, the most enlightening photo!!!! Come on, each of us has something of wider interest to contribute so get your pens and paper at the ready...

...Please enjoy the read. ■

NEW COMMERCIAL CONTRACT WITH NOC

iPi Transport has just launched a new Commercial Contract with NOC (Niugini Oil Company); this to provide local fuel delivery services in and around the Lae metropolitan area.

Our new truck was delivered to NOC on Friday the 5th of January to commence with our new contract. In the photo from right to left is iPi Transport's driver, Jacob Pati, iPi Transports driver trainer, Nimae Bomai, NOC Terminal Manager, Tappie Marrie. This is the very first Bulk Fuel Transport Contract NOC has ever issued for any of its fuel delivery services and iPi Transport is out to prove that we can meet and exceed all Contractual requirements. With some very careful management and close stewarding of the works, we intend to convince NOC to establish further Contracts for other metro and highway deliveries. Our sincere thanks go out to Mangoli Garenang, Jerobin Mai and Peter Nuan. These gentlemen headed the team (at our Lae Workshops) who built this fine and response unit. The final result being a highly polished unit and, fully constructed here in the Lae workshops. Some of the technical features of this truck are as follows:

- Two fuel pumps and two hose reels for increased reliability.
- The pumps are operated by hydraulics all fitted and mounted in and by our own workshop
- These pumps deliver 400 litres of fuel per minute.
- The tanker vessel is one of our excess bulk road tankers ATK-313 which we decommissioned in late 2009. After shortening and heavy modifications, we recalibrated and repainted the vessel ready for mounting.
- The final result speaks for itself.

To our knowledge, this is the first fully built rigid fuel tanker truck complete with hydraulics, pumps and tank all fabricated in PNG... another innovative and proactive first for iPi Transport. ■

Daryl Diehl (Workshop Manager, iPi Transport)



"A WEEKEND AT BERNIE'S" - THE IPI GROUP'S STRATEGIC PLANNING CONFERENCE, CAIRNS, QUEENSLAND, SEPTEMBER 2009

Our CEO, Scott O'Reilly, hosted a retreat session-we called it an advance party planning meeting at the beautiful Salt Spa Hotel in Palm Cove during mid September in 2009. The Senior Management presence was kept in suspense as Scott made no attempt to pre-warn us on who would be the key speaker at the Conference.

To our surprise Dr Bernie Verbaan presided over the three day conference. His presentations were fantastic and enthralling; they were detailed, apt, accurate and competently delivered. Whilst the bulk of the conference centred around Bernie's lectures; these in critical business financial issues, business analysis, accounting controls and business management, we

equally had the opportunity of personally presenting our individual views and thoughts on the Group's strategic direction over the coming immediate short term and long term timelines. Having input throughout the conference made it all the better. The Dr Verbaan's course has proven highly successful over the years and most high profile companies use him as a source of information, motivation and reward for senior management.

The Conference offered-delivered many important messages to our senior management team and without reserve, there was much value gained by all participants. A very sincere vote of thanks was given to Scott for his professional ongoing support of his senior management cluster. Many a comment was overheard during break sessions that having been given the opportunity to attend such a conference, noting the quality of information delivered, was both a privilege and of great personal benefit.



Daryl Diehl and Peter Long

Management in action at the after conference dinner

Greg Langley and Maso Mangape

Our Conference participants included, Terry Furphy (Group Financial Controller), Ms Julie Sema (iPi Catering Financial Controller), Shena Bok (iPi Transport Financial Controller), Maso Mangape (GM, iPi Transport), Chris Moroney (Head of iPi Catering), Dennis Sparks (Project Manager, Catering, Tolukuma), Ross Stormont (Assist Project Manager, Catering, Porgera), Peter Aiyu (Chef Manager, Catering, Porgera), Daryl Diehl (Workshop Manager, iPi Transport), our new to the Group and most welcomed Greg Langley (Fleet-Logistics Manager, iPi Transport), Grahame Wicks (Administration Manager, iPi Group) and myself...

Pleasing to note that along with the team came the partners of Ross, Greg, Maso, Shena and Grahame and they enjoyed many a social outing in and around Cairns whilst the conference was being conducted. After hours they all joined the group in some quiet moments over dinners. Equally of note we had many highly valued Client friends/colleagues and industry acquaintances join us during the days so that they too could meet all in the group; people they often either don't ever get to meet or perhaps don't deal with directly as part of our normal business operations. ■

Peter Long Contact: Peter.Long@AD.iPiGroup.com.pg

OUR LAE BASED IT DEPARTMENT

Ms Sylvia Aihi, the Group's IT Administrator based out at our 10 Mile Office complex in Lae says that she has seen some impressive advances in the Group's IT capabilities in recent times. The technical improvements has been lead with the assistance of many people but primarily through Grahame Wicks and Terry Furphy and Sylv, as she likes to be called, acknowledges their combined, dedicated help and involvement.

Sylvia has taken the time to comment on a couple of very important highlights affecting her work and her work environment. She goes on to say that when she joined the iPi Group, we had two aging desktop computers acting as the Lae based servers and they were somewhat antique as she puts it. Well, we have now moved progressively, systematically and effectively from the old to the new.

In September of 2009 we had five brand new servers professionally installed; these being placed into a full height racking assembly and don't they look good? Not only do they look good but they have advanced our technical capability in many areas of our business. Pity they have to be located in almost sub-arctic temperatures (anyone who has visited Sylvia in her office will know what is meant there; one needs to be wearing a jacket on entry!!!) but still, we all understand that this type of equipment is temperature sensitive and must be located in a most suitable environment otherwise trouble could be expected. The equipment is far too expensive to be messed with so Sylv says.

Further great news Sylv comments on is what we are about to see in Feb 2010.....a major project is being embarked upon and this will see the installation and implementation of a 1.8 metre 'VSat' system being located on the 10 Mile Property. The 'VSat' objective is to provide vastly improved data communications in terms of increased network bandwidth/speed and VPN access unlike the old infrastructure we had. The expected improved performance will be a Godsend so Sylv proudly boasts. I'm sure that we'll have more updates as the months go by...looks like 2010 will be a good one for the IT department. We look forward to more updates or broadcasts on our email system from Sylv.

In our next Newsletter, Sylvia is going to tell us all about VPN.....stay tuned. ■



Top: The group's IT administrator Sylvia Aihi Below: New servers in rack assembly



**IPI CATERING CONFERENCE...
'TEAM BUILDING AND CULTURE CHANGE'**

Midway through 2009 Chris Moroney, Head of the iPi Catering Division, lead his administration and accounting teams down to Mt Hagen; The Mt Hagen Bowls Club to be more precise and hosted a workshop themed Team Building and Culture Change.

Chris says that the initial planning of the workshop sessions involved the gathering of quality and relevant material and by doing so, he was able to offer a most professional, applicable and motivating time for his staff. Chris was delighted with the eager participation of all attendees and went on further to suggest that all workshop sessions offered an opportunity for direct dialogue and feedback.

Chris went on to say that the workshop offered training bouts, motivational sessions, idea brainstorming, leadership moments in how to build quality and effective teams, practical break-out periods for participants to practice what they had learned and, times of play; this to try first hand whether those ideas and concepts really worked. All told, the workshop was very much hands-on and whether or not our people are now better lawn bowls players is yet to be fully tested and measured Chris says with a smile. However, there is no backing away from his staff being better 'team players' and keen to draw upon all that was taken in throughout the workshop back to the work place environments.

There were many happy faces on the participants and from all feedback post the workshop, many very satisfied catering staff all of whom valued the opportunity to attend the Mt Hagen sessions. Chris says that our catering people across all spectrums are unique; they are highly competent, enthusiastic and feel as if they are a part of a dynamic and progressive organisation. They know they are part of a company who cares for them and importantly, recognise that the iPi Group is indeed an employer of choice.

Congratulations are extended to both Chris and his teams of 'Culture Change' lead and driven people. ...motivating and exciting stuff. ■



IPI TRANSPORT TAKES DELIVERY OF 5 BRAND NEW BULK TANKERS

It was with much fanfare and great pride that the team of iPi Transport took delivery of five brand new specially built bulk tankers in late Dec 2009 and early Jan 2010. The shipment of tankers came out of Melbourne, Australia on two separate boats; this directly into the Port of Lae.

Maso Mangape, General Manager of iPi Transport said that these tankers were to be included in the Fuel Delivery Contract iPi Transport holds with the Porgera Joint Venture and further, it highlights and underpins our continued commitment to upgrade the fleet used on the Project. Maso went on to say that it has been through the efforts of Daryl Diehl, iPi Transport's Workshop Manager and his team of dedicated staff who collectively put the specifications together and had the tankers constructed in alignment to the very special needs given the ever changing road conditions these pieces of equipment work daily. Both Maso and Daryl commented on the tankers and said that over many years having the extensive and historical experience of working the Highlands Highway and beyond up in the Porgera Valley, it is extremely important that these tankers must be specially built having due consideration to the terrain they will be working in. One cannot slot in a generic, standard or out of the factory tanker into the fleet and expect that this tanker will hold up to the continued punishment it will receive working the Highlands Highway.

It may be of interest to every one of us in the Group as to why we operate specialist equipment in our modern and highly maintained trucking fleet. Well, notwithstanding the close knowledge we hold recognising the ever changing road conditions and the many variances experienced throughout the years it is important that we gear our equipment to cope with the environment, the endless structural stresses, the security of product, the safety of our people working on and around the equipment and include current technology, design and efficiencies. Combining all these

factors is not an easy task but more a challenge in getting it always right. Fortunately, our tanker manufacturers are delighted to work with iPi Transport making sure that they fully understand and clearly are aware of all our needs and the reasons why. We work in a unique environment and accordingly, we require specialist equipment geared for such.

iPi Transport has invested heavily in specialist equipment over the past four years having learnt firsthand that the 'ordinary' and 'off the shelf' product simply doesn't cut the mustard. Our commitment to provide the very best of service to all our clients alike entails the same level of commitment in the provision of specialist gear. Serious investment into our fleet upgrades does not come flippantly or with ease. Much investigation, homework, planning and detailed background documentation is first developed and once established is presented. Going down the path of purchasing highly specialist equipment ultimately benefits both us and our valued clients.

There is no hesitation in Maso saying that our modern, well equipped and specialist fuel haulage fleet is recognised by all who use the Highlands Highway. Seeing our trucks and tankers operating along the Highway gives us all a very proud feeling. We have continually endeavoured to enhance safety standards and compliance in relation to the cartage of dangerous goods and by doing so, iPi Transport is contributing to an overall enhancement of PNG standards and expectations of DG haulage in general. Maso says that we are indeed proud of our participation and industry leadership in lifting overall quality and stewardship of DG cartage.

Maso was very quick to say that the Porgera Joint Venture is extremely supportive of iPi Transport's genuine and highly evidenced commitment to safety enhancement and DG compliance. iPi Transport too is delighted to continually raise the bar and demonstrate its commitment by providing the very best of haulage services and delivery standards. Continued industry leadership in this specialist field is our priority. ■



A MESSAGE FROM THE CEO (CONTINUED)

- Our electronic interactive Group Policies and Procedures Manual have you accessed or used that document lately? It is singularly and without question one of the best in PNG.
- Our Corporate Policy and Governance documents? We are PNG leaders in commercial honesty, integrity and professional ethics and very much proud to be so.
- Our suite of highly valued clients (and, the list is steadily growing). By offering, providing and lending sound, valuable and commercially sharp opportunities/solutions we continue to enjoy working alongside highly respected clients such as Barrick Gold Corp, InterOil Products Ltd, Niugini Oil Company, Trukai Industries, Agility Projects, Red Sea Housing, Petromin PNG Ltd, British and American Tobacco Ltd, Morobe Mining Joint Venture, MCC Ramu Nickel, Inchape Shipping Services PNG Ltd along with a raft of other very significant commercial providers of goods and services to PNG.
- Our ever growing quality supplier list across all business entities of the Group is expanding by the day.
- Extensive and significant investment has been approved and committed; this expanding our transport fleet of prime movers, rigid trucks and bulk tankers.
- We remain the only Transport organisation in the South Pacific to hold full ISO 9001-2000 Quality Assurance Certification and further, independently and externally audited by the major Oil Companies in PNG.
- Catering has further extended its ISO 9001-2000 Quality Assurance Certification across in to the Tolokuma Gold Mine Site.
- Catering has continued with its long held and trusted relationship with the Hospitality Training Association of Australia.
- Transport has expanded its long existing Driver Training Program through Decca Australia; this to a Certificate IV level.
- Group Senior Managers participated in yet another successful Strategic Business Planning Conference in Cairns; this conducted by Dr. Bernie Verbaan.
- All Business Entity Financial Controllers and Accountants attended Conferences in country during the year.
- The iPi Group's Business Entities are seen as being market leaders and innovators adding value and solutions to our client's businesses.

Our partnering approach with all clients is indeed viewed as the preferred option and professionally acknowledged as such.

- We have welcomed a number of highly qualified, experienced and very talented people into our business entities. Both PNG National and expatriate expertise has been injected across all sectors and it is pleasing to note that the iPi Group is seen, viewed and targeted as being the preferred employer of choice in country. Our employee base has increased across all disciplines. Do you know that we have over 650 people working for the iPi Group? That level of fortnightly pay going back into the communities is substantive.
- The Group has proudly continued with its significant corporate sponsorship of various sporting bodies, higher educational institutions, schools, local community groups and donor organisations. We remain delighted to inject involvement at all levels throughout the communities we work within.
- Our commercial objective remains fixed and firm in resolve; this to continue to drive all processes of opportunity and work alongside our CEO and board, divisional managers and financial leadership and collectively assist in the co-ordination of successful and rewarding contract closures.

Henry Ford once said, "Coming together is the beginning. Keeping together is progress. Working together is success". The Business Development Team is very much dependent on that philosophy and we wish for all members of the iPi Group to recognise and understand the true value you (all) offer us. We rely on your loyalty, we embrace your professional dedication to task, we seek your involvement and we acknowledge the experience you lend our proud organisation.

2010 is viewed as an exciting year ahead. There are opportunities we are exploring and there is a willingness to go that extra mile. We encourage all people in the Group to continue to work confidently, safely and in that highly ethical manner we expect as being the norm. Your thoughts are warmly welcomed and your direct participation in our endeavours is desired. Please remember, your individual daily work-your job function-your participation at the coal face-your presence and diligent efforts are more often than not the very criteria which our valued clients judge the iPi Group's performance. We both recognise and acknowledge this and ask that you too, reflect upon all the positives you personally bring to the Group.

We look forward to a truly rewarding and commercially fulfilling 12 months to come. Please, join us on the bandwagon of enthusiasm.. ■

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