



insider

ISSUE 5 FIRST QUARTER 2011

A MESSAGE FROM THE CEO

Hi everyone; clients customers, employees, friends and interested readers alike, and welcome to our 5th edition of Insider, covering happenings across the iPi Group over the first quarter of 2011.



iPi CEO, Scott O'Reilly

The focus this issue is on training and on our involvement in the communities in which we operate. It's opportune therefore to present here our Core Values; and these are:

To be responsive to the needs of our clients: Our success is dependent on understanding and meeting our clients' expectations so we aim to get it right the first time, every time. We do this by encouraging our managers to get to know our clients and rewarding employees who suggest ways of improving customer satisfaction through goods and services.

To continually improve our performance: Business improvement is central to enhancing our shareholder value. This is achieved by following the right processes and systems, maintaining and improving employee skills and encouraging an innovation culture which rewards successful ideas.

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To conduct our business in a professional and ethical manner:

We commit to conducting our business in a way that complies with regulatory requirements. As well, we aim to ensure that everyone in the iPi Group acts in the best interests of the company, clients and shareholders at all times.

To provide our shareholders with a sound return on their investment:

We are committed to maintaining our financial strength and improving our market positioning by putting our people and our clients first. We believe that this is the best way to provide long term shareholder value.

To recognise the contribution of our people to our success:

Our employees are our greatest assets and to retain them we must value their efforts by providing praise for their achievements and constructive feedback and support when things don't go as planned.

To build on our experience using innovative technology and strategic

planning: We continue to learn by sharing information, being open to different points of view and by embracing change. This is reflected in the iPi Group's ability to swiftly implement advances in technology in the workplace and to modify our plans to take advantage of an ever changing environment.

To uphold a supportive and productive corporate culture:

We do this by appreciating our employees and ensuring that they in turn respect each other's talents and ideas.

In presenting these core values of ours, this Issue of Insider has hit squarely upon a couple of them; our recognition of our employees through such areas as a commitment to continual training; and our placing great value upon the creation of a productive workplace, where our staff wake each morning genuinely enthusiastic about the day ahead of them, and our being involved not just in our employees work lives but in their day to day lives and the lives of the communities around us as well. Sure we train, and sure we provide sponsorship Kina where it is appropriate and within our means; however at iPi we go further than this; we engage and interact at a more meaningful level in our communities. For example in this issue you might read about our sponsorship of the Raukele Cricket Club in Lae. The sponsorship Kina was not huge in amount, it did though represent a sizeable stake for a club with a proud history and which relies upon external support to maintain a competitive position in the draw. Now I'm not stating that our sponsorship transformed the club and that we single handedly altered the course of development of the youths involved with it; but we did take a near clean sweep of the finals, and we did witness engaged happy sportspeople some of whom work for us more of whom are related to people who work for us, and many more of whom now know who we are in a positive manner. We like to think that perhaps we contributed just that little bit to the forward movement of not just the iPi Group but the broader community with our Raukele involvement.

Besides Cricket, which is a sport dear to my heart, my having played grade Cricket in PNG in the early and mid 90's and Vice Captained the Milne Bay Provincial Team at the National Championships, coincidentally alongside a fellow who some 17 or so years later works for me in Lae (Neil Cook; Logistics, Lae), the sport which I cherish almost as much as Cricket; is Rugby Union (they play it in heaven after all, or so the story goes?). This issue of Insider tells a little of our ongoing sponsorship of the Supporters Club of Rugby Union in Morobe (SCRUM) of which I'm an individual member and of which we are Corporate members. If our corporate involvement can bring the joy to the eye of some of today's youngsters which it brought to mine many years ago I will be proud indeed.

In this past Quarter we have invested heavily in the training of our employees, and the stories included are of our Finance Conference held 9th 10th of March at which the higher levels of our Accounting teams from across the Group companies met, under the tutelage of the Group Financial Controller Terry Furphy, in order to discuss topics of interest, to update professional knowledge and to test current methods of analysis and report presentation in a team setting in order to discover more efficient, more effective ways of communicating data to those in the iPi Group whom use it for decision making. Chris Moroney our lead in all matters Catering tells of the additional Training Managers we have employed in our Catering stable, and Danny Ward our National Training Manager for Catering explains how he was invited to and entertained by Guest Lecturing for the Exxon trained Technical College Graduate Students; a tradition we are pleased to continue with our Group Business Development Manager Peter Long having previously guest lectured at Divine Word in Madang. Even some of the old hands have benefitted from a bit of training this past Quarter; on the 25th March I hosted a table of 8 for a degustation of ten plates prepared to the highest of standards by our Executive Chef Ross Stormont, who has moved from Project Management at the Porgera contract, to a Country Quality Assurance role, testing menus, testing boundaries of service standards, and improving our contract relationships through raising the service bar. The degustation left the guests, which included 4 iPi Group members and 4 invited guests wanting for more, and perhaps we may need to train and test Ross on a regular basis! My favourite dish of the evening was the Caravanserai - a fragrant evening journey of slow cooked lamb with pickled eggplant sumac, lemon and green olive paste crepes close behind for me was the pictured Razor Back Firecrackers of chilli crusted pork on wafers with pomello relish finished with a dragon fruit lassi.

Speaking of old hands I renewed my membership to the Paradise Club this quarter; this is primarily a social club and it celebrates those of us who have called PNG home for 20 years or more. Our senior team comprises several members whom are not that far behind me in terms of experience in PNG; which goes to demonstrate a level of dedication experience and commitment not easily replicated.

That experience is manifesting in forward looking growth plans which in turn produce real results; Insider this quarter explains the commencement of our bulk cement haulage contract with the PJV, the renewal of our Tolokuma Catering contract, the mobilisation into the second and larger Catering camp at Komo for the MCJV (McConnell Dowell Constructors and Consolidated Contractors Joint Venture), the opening of our new Administrative Office at Century 21 Haus, Kunai Street Port Moresby, and the refurbishment of our Administrative Office at 10 Mile Lae.

With all this change occurring we also hosted our media partners Hot Croc Advertising for a tour of some of our facilities to gather up collateral (I'll let Peter explain in the story itself just what collateral is!). Our property development in Port Moresby, iPi on Airvos, received Planning Board approval in February and I'm working with the builders now on the construction schedule. Right at the end of the quarter I was fortunate enough to be involved in meetings with the International Finance Corporation of the World Bank Group in concert with the PJV Management, where we are lending all support we possibly can to a sustainability initiative of the PJV which could potentially have far reaching benefits to the iPi Group and its shareholders involving sustainable energy. It's a bit early yet for me to flesh out too much detail, however at the time the PJV is comfortable for me to do so I will look forward to explaining more on this developing initiative.

Finally as the quarter came to a close I prepared for my speaking engagement in Singapore where in a story for the next edition we are about to take 15 of our most senior chefs, split fairly evenly between expat and Nationals, for an exclusive training program; ergo our commitment to ever increasing standards and a training regime which is enduring, continual and uninterrupted. Enjoy the edition and as always if there is an issue you would like to explore further with me please drop me a note!

Regards,

Scott O'Reilly, CEO

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My favourite dish of the evening was the Caravanserai





Peter Long, Business Development Manager

FROM THE GROUP BUSINESS DEVELOPMENT DESK

To all in our Group,

A very warm welcome to the new year; a year which offers all manner of quality and long term commercial opportunities we believe. Riding off the crest of 2010 we'll once again be driving our business entities to greater achievements. I personally enjoyed the good fortune of a period of time with family in early January; this now balanced with a serious and dedicated work focus.

My 2011 commenced with an invitation to join the dedicated iPi Catering team in Baruni (just outside Port Moresby) on the Red Sea Housing Project Camp. I was delighted of course but importantly, was greeted with many old faces from the early and indeed memorable Porgera days. It was professionally most pleasing to see the involvement and the advancement of trade skills being injected into the RSH Catering and Janitorial-Camp Services by so many of our long term employees. Even better was seeing the level of training being offered, new systems being implemented, exacting quality service levels being offered and the expansion of the camp to include many other Contractors to the ExxonMobil PNG LNG Portion 152 operation. Dr Gossett and his RSH team are continually doing an amazing job there.

During my time at the RSH Camp I also enjoyed many sessions; periods of visitation that I was afforded at the Esso Highlands Dream Inn operation. The iPi Catering Team at the Dream Inn under the enthusiastic leadership of Jimmy Sarowa were going great guns. All I received was positive, rewarding and encouraging thank you's from the student population and the Esso Highlands-

ExxonMobil site management people. The feedback has certainly warmed Chris Moroney, GM iPi Catering and although Chris already had that information tucked away, it was a happy moment for me reinforcing that news.

Our professional and dedicated Catering and Janitorial talents have been once again recognised by Petromin's Tolukuma Gold Mine; our Contract to supply services to TGM has been rolled over and all this due to the committed efforts of Dennis Sparks and his team. Thank you Dennis, your reward is the absolute and public acknowledgement of everyone at iPi. Terrific stuff no less.

The iPi Catering Team at Komo working on the MCJV Komo Airport Project has equally been acknowledged; this by way of a shift across and into the main 700 man camp in early March. We have seen a brilliant effort put in by Jock, Carlo, Paul and their team of enthusiastic caterers and cleaners. Stunning service provision to the MCJV has been witnessed; great accolades have been coming through from a number of independent sources.

I've hosted a visit of Hot Croc Advertising people and escorted the two gentlemen in and around both Port Moresby and Lae (more on that later in this Newsletter); this included all our sites and encompassed a wide cross selection of our business activities in both locations. My sincere thanks to all iPi Group Management and staff who diligently assisted me in the preparation for the visit.

The year thus far has been on a roll. Our iPi Transport Team are moving forward and with some pace I add. The Contractual responsibilities attached to our Clients, namely Barrick, InterOil, Nuigini Oil Company, Origin Energy, MCC Ramu Nickel, BAT along with many others are being managed with conviction and professionalism. We have just expanded our long haul transport activities into a very specific and exciting phase; this interestingly enough Bulk Cement Haulage for the Barrick Porgera Gold Mine. Whilst I have greater detail following on that note, I make specific reference to the efforts, the dedication and the professional integrity of all the individual and collective Barrick Management Team behind this Project. It has been many, many months in the initial planning but having execution in March is indeed rewarding. It shows that flexibility in thought processes can result in a number of quality transport options-alternatives and Barrick was delighted to work in conjunction with our Transport Team to flesh out the best solution and, progress with it. Rigid may well be an apt description for some of our trucking fleet but not for the way we think; not in the way we challenge ourselves for outcomes and solutions.

Our CEO, Scott O'Reilly has openly extended an invitation to all people in the iPi Group to comment on the outcomes of the Strategic Business Plan update for the next five years. I have had a number of people suggest to me privately that this is an exciting step forward and one which has opened up an opportunity for direct involvement by way of thought and injection of individual's ideas and concepts across the board. I encourage every employee, no matter what his or her position is in the Group to reflect and respond to the CEO, get involved and be part of the iPi Group - have your say, be heard and participate.

Did you know that we now have a fully functioning office in Port Moresby? Well, we do. Final fit-out is all but completed and yes, we have employees stationed there inclusive of our CEO who has scored the front corner office (wonder how that happened?). In the next edition of the 'Insider', we'll do a feature on the new office, who is there, what they do and what it offers.

I have had a number of articles fed through to me for this edition of the 'Insider'. That is wonderful and whilst my encouragement remains at full tilt, we need more. I receive feedback from both within the iPi Group and externally. There is quite a following of people looking forward to reading the 'Insider'; it is a brilliant platform to learn more on what is happening on various work sites, who is doing what, what we are achieving, where we are going etc and I firmly believe that the more information sent through, the closer we all get to each other. So there you go; there is your personal invitation to contribute in the written form. Send through and I'll make sure you and your articles are included. Delighted to do so.

Please work safely; look after yourselves, your work mates and, your families. We have all experienced some extremely disturbing world news of late; the Queensland Cyclone, the Queensland and Victorian floods, the Victorian and Western Australian bushfires, the terrible loss of life attached to the Christchurch, New Zealand earthquake and now the tragic earthquake-tsunami in Japan. It does make one focus. All of us know people affected by the aforementioned and our thoughts go to those who are currently suffering and under pressure because of. I can only but hope the remainder of the year settles and normality is restored. We cannot control 'mother nature' but we can control our individual safe work practices so let's all concentrate on the latter and have an incident free 2011.

Talk soon and enjoy the read.

Peter Long

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THE IPI GROUP'S FINANCE CONFERENCE

March 9 and 10 witnessed a gathering; an assembly of the iPi Group's Senior Finance people; this in Lae at the 10 Mile Office Conference Room.

In attendance were:

Ms Julie Sema - Financial Controller - iPi Catering and Mountain Lodge
 Mr Tonga Oa - Accountant - iPi Catering and Mountain Lodge
 Mr Shena Bok - Financial Controller - iPi Transport, iPi Property Holdings and Morobe Customs and Cartage
 Mr Gordon Kere - Accountant - iPi Transport, iPi Property Holdings and Morobe Customs and Cartage
 Mr Grahame Wicks - iPi Group Administration Manager - Ipili Porgera Investments, iPi Builders and Ari Investments
 Ms Alison Nalu - Accountant - Ipili Porgera Investments and iPi Builders
 Mr Terry Furphy - iPi Group Financial Controller
 Mr Greg Tese - Assistant to the Group Financial Controller
 Mr Tau Moale - iPi Group Tax Accountant

On the table for discussion were the following topics

- Forecasts
- Monthly reporting and timelines
- Intercompany balances
- Tax returns and submissions
- Audits
- Insurance
- Accounting systems review
- Valuations - treatment
- Staff - creation of talent pool

Senior iPi Group - Finance people at the conference



The Conference-Seminar was chaired by Terry Furphy and the major objective of the two days was primarily to discuss, expand and explore 'forecasting'. The Group has progressively and systematically moved away from an old and outdated budgeting ideology to a new system of rolling forecasts. This new system has been in operation now for a year and it was timely for Terry to reinforce the general principles and reinvigorate the Financial Controllers further as to the mechanics involved. The aim here to avoid misunderstandings and allow poor practices creep in to the quarterly exercise. Of course the overall process is to improve the quality and accuracy of the forecasts being presented.

Having everyone together is opportune; this then to add in a number of other important and apt topics for discussion aimed to improve productivity, for example, with completion of audits and compliance requirements for tax, insurance and so on. It was also a perfect and fitting time to explain-outline the change/s in the treatment of some assets as required by International Accounting Standards.

Perhaps finally but certainly not least, it is a wonderful opportunity for the iPi Group's Senior Finance staff to meet each other (given the various work locations across PNG) and establish quality working relationships across Group companies. This is so essential for the smooth running of the Group.

The Conference was a great success. All participants gained immeasurably from the information sharing sessions. The iPi Group has many professional people in its ranks and the significance of our Finance people, what they do, what their charter is, what their responsibilities are for an example is all too often undersold or undervalued and in many cases, by our Finance people themselves. Well, our Accounting-Finance people are indeed important, critical, involved and essential; collectively they play a vital role in the welfare, upkeep, financial disciplines and governance of the iPi Group and its business entities. People, keep up the good work... without your professional and diligent commitment our operational activities would indeed suffer.

Terry Furphy

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IPI TRANSPORT PARTNERS BARRICK GOLD CORP-THE PJV IN BULK CEMENT HAULAGE RESPONSIBILITIES TO PORGERA

We are most pleased to announce that iPi Transport has now commenced the first deliveries of Bulk Cement directly from the Taiheiyō PNG Cement Plant in Lae through to the Porgera Gold Mine.



Specialist ISO Tanker used for the PJV Bulk Cement Haulage

This is indeed a first for our transport division. The story is a long and quite detailed one; an adventure we'll call a unique commercial opportunity first started way back some 12 months ago. From the outset, the iPi Group acknowledges a number of principle Barrick people we worked alongside bringing the transport activity to fruition; they are Mark Krueger/Kyle Jones (both of whom have now since left the employ of the PJV pursuing other personal opportunities-we wish them both all the very best), John Gillman, Steve Sutton, PJV Contracts personnel, Joe Nikents, and Ridge Nyashanu along with Mine General Manager Mark Fisher. Their collective professionalism and Project enthusiasm made our task all that much easier. From our side, the Project opportunity was headed by Maso Mangape, GM iPi Transport with Greg Langley volunteering to undertake the serious daily leg work; Greg supported by Daryl Diehl and through diligent investigation-alternative sourcing options, Tiemann's in Australia successfully won the supply/design job with the specialist ISO tankers we needed being built in Indonesia, and Hornbrook's in Lae, PNG, have constructed the new step deck trailers. All up, two units of each have been purchased along with the mandatory brand new Kenworth T650 Prime movers being delivered and serviced ready for Highland's Highway action.

As the PJV Bulk Cement requirements increase-volume demands upload, we expect that a third specialist unit-rig will be added and post this (along with applicable trials), perhaps Bulk Cement Silo tank trailers could well be introduced into our fleet!

The engineering behind this task is indeed awesome; many factors considered and a range of hurdles overcome before the process could commence. Gantry feeds at the Lae based Cement plant had to be realigned-changed-altered allowing unfettered and safe access and we acknowledge the work of the Japanese Management at Taiheiyō PNG in Lae - absolutely professional, helpful and considered. Many extraneous

factors had to be taken into consideration on the Mine Site at Porgera. The balance of all integral operational measures was quite that, a balance to get every facet 100% right.

Although one could suggest that a trilogy of books could have been written given the volume of email exchanges (between all parties) containing the likes of technical data, engineering specifications-options-alternatives, safety considerations, product handling information-methods, transfers of product and final equipment specification/purchase information, it is not far from the truth; all this and not without mentioning the final Contract exchanges!!

The effort has paid off. We have now entered a completely new and much specialised market and all this done through the valued support and professional advice of the PJV. We enjoy a mutually advantageous partnership with the Porgera Joint Venture and from the iPi Group's perspective this is not only highly valued but greatly appreciated.

Could one suggest that after 20 plus years of working alongside the PJV that this now cements our partnership? Is a continued and long term future now set in concrete with the PJV? We think so, and proudly.

Greg Langley

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Joe Nikents, PJV Supply-Logistics with Peter Long



HOT CROC ADVERTISING VISITS PNG

In late January, I had the delightful pleasure of meeting up with and subsequently escorting Mr Gary Aylward and Mr Gregg Maxwell, both from Hot Croc Advertising (Australia) through both Port Moresby and Lae.

Their mission, to take as much video and still photography collateral as they could manage. I stop here and suggest that I originally thought collateral was something that was always in a damaged state but no, photographers refer to the term 'collateral' as their way of saying, it's material that can be called upon for the end use of and in many things-ways. Hmm, one learns something new each and every day.

So our tour commenced. We are on the hunt for collateral. Never shot these before but I was confident I'd learn more yet again.

We boarded the APNG Flight out of POM and flew directly into Nadzab, Lae. Old and trusty Greg Langley was there to greet us but his smile soon vanished when he finally viewed the volume of professional photography equipment being unloaded from the plane then reloaded onboard our CEO's troop carrier. Stacked to the gunwales one could suggest? Not even a wide angle lens could encompass the entire scene. Regardless, we pressed on and proceeded to throw heart and soul into capturing a pictorial record of the iPi Group's business entities hard at work; this inclusive of our people doing the same.

In the end we had two days in Lae followed by two days in POM and whilst I am yet to see the finished products, I did manage a sneak preview of much of the material shot. That Gregg Maxwell with his Canon camera collection could do almost anything short of making me look good. We wandered the Lae based Transport workshops, the Offices, the welding bays, the tyre shop, the fuel farm, had trucks going everywhere and poor Neil Cook organising stuff with equipment he never thought possible. We visited the Warehouses at Erica St, we stopped off at Head Office Lae, we poked around the Plantation, we ferreted around in buildings, storage cupboards, shipping containers, climbed on roof tops, meandered our way through the Lae potholes and finally managed to exit Lae through some slight hostility at 3 mile but eventually found our way back into Port Moresby only to repeat the exercise once again.

This time though, we spent a day at the Red Sea Housing Camp, Baruni and many hours at the ExxonMobil-Esso Highlands Dream Inn complex. Notwithstanding the activities on our site, the journey also saw us on fences, over fences and through fences yet all material required so I am told has been taken and filed.

The final wash-up concluded in us losing no equipment (although there was a brief rush of blood in POM on the same, but found), saw many things, spoke to many people (happy Clients and happy employees) and a brief case full of photos any of us would be proud to have hanging on our Office walls.

Hot Croc now have the challenge to transform the collateral obtained into new images which will assist and help promote the iPi Group both internally and externally.

I look forward to seeing the fruits of their efforts, we all do. In closing, not only do I thank Gary and Gregg for their time and skills but importantly, I say thank you to each and every person in the iPi Group who participated in the sessions, set up equipment-placements, organised applicable props, had presentations at the ready, washed cars and trucks, managed to source off site equipment and relocate for the photo shoots, had transport at hand, fed us, looked after us and, shared in the story telling. A fantastic effort.

I also wish to share and acknowledge my thanks to the people of Agility and Trukai Lae, the Lae based ExxonMobil Logistics team, the Origin people, the InterOil Management, the POM based Dr Gossett and his Red Sea Housing team, the Esso Highlands Management at the Dream Inn, the G4S Security folks at the Dream Inn. Everyone went out of their way to help, offer advice and assist in anything that was requested.

As mentioned, I learnt a lot too. I'm now looking at my Nikon camera in a much more confident light. Who was it that suggested I'm not focused?

Peter Long

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Andy Bickel, Muttiah Muralitharan and Steve Rixon

IPI GROUP SPONSORSHIP... PROUD SUPPORTERS OF PNG CRICKET

'Insider' readers, here is an email sent through to me (the Editor) from singularly one of PNG's strongest and most one eyed cricket fans; our very own Neil Cook. Neil is indeed a very proud man and I believe this should be shared with all in the Group. (Neil's note to me in black and my response in blue)

Hello Squire

Hope this note finds you well and belated New Years greetings to you and family from mine. **Thank you very kindly Neil; and my very best to you and yours.**

Peter, early in December, I had the pleasure of meeting and dining with some of the legends of cricket, Steve Rixon (former Australian test wicket keeper), Andy Bickel, (former Australian test fast bowler) and the current world record holder for the most number of test wickets, 800, Sri Lanka's Muttiah Muralitharan. **You are a lucky man.**

I accompanied the trio to various schools to conduct coaching clinics whilst they were in Lae. Just seeing the reactions on the children's' faces at Omili Primary School and TISOL was something to behold. It's one thing to see the players on TV playing cricket but, to actually have them in the presence of the school children mentioned well, they could never have dreamed! **They must have been beside themselves?**

Anyway, I was wondering if you could kindly include one or two photos in the next addition of the iPi Newsletter. It's not every day one gets to rub shoulders with these cricketing greats! **Consider this done Neil... delighted.**

One of the things that impressed me most about Murali, as he is commonly known, was his simplicity, given that he has the world at his



feet and could command \$\$\$ and live just about anywhere, his only comments when asked about what he wanted to do after cricket, was "go back home and build houses for people in need". Another interesting aspect of the man was his attitude during the controversy surrounding his bowling technique, when back in the early 90's it was deemed illegal by some and that he was throwing. Anyway his answer when asked was basically, "I let the ICC decide, and I just played until I was advised not to!" He did spend time under observation but all studies eventually concluded that his bowling actions were legal! Anyway just a bit of history on the man!

Incidentally, Scott has also come on board with the iPi Group sponsoring by way of uniforms, a local cricket club here in Lae, namely Raukele. The club has just completed a Super 8 competition, having 6 of the 7 teams reach the finals, U13,U16,U19, Women's A & B and Men's B grade... don't know what happened to the men's "A" grade... missed the services of Scott and Daryl I think! I have yet to receive the official results but will let you know as soon as it comes to hand. **Yep, Scott would certainly be right behind you there; he is the second biggest cricket fan; this only behind you buddy.**

The shirts and caps are now complete and as a matter of courtesy, I will ask Scott if he could spare a moment of his time during his next trip to Lae to officially present them to the club. I'll organize for the National and Post Courier to be present during the presentation. **Great idea.**

There are two styles printed, the white/navy blue shirts (complete with iPi logo printed on the front and the name RAUKELE on the back) and the navy blue caps (embroidered with the iPi logo) for the cricketers. Oh, I've

also included a supporters range as well...theirs will be the navy/sky blue shirts with sky blue caps, likewise, complete with the iPi screen print and embroidery! All the playing shirts are numbered as well so the uniforms will be a stand out feature during the season, and the teams and clubs' results I hope, reflect the company's positive contribution!

Anyway for those who are interested in supporting the club these shirts and caps are available at Lae Sports Store. Attached are photos of the two shirts/caps available... sorry, 'home grown' models was the best I could do to show off our uniforms! **I think professional models more like it!** I've just got eight shirts and caps for my tribe, fully fitted with supporters shirts and caps, complete with the iPi logo and the family name printed on the back as you can see!

Regards Neil

Hi Neil... cannot wait to slot this into the next edition of the Insider. Thanks most sincerely for the article, your support, your dedication to PNG cricket and importantly, your enthusiasm to bring on board iPi as the sponsor. Hey, the photos are great... bet you have a few of these hanging on the wall at home?

Raukele Under 16's Cricket Club



Neil Cook and Muttiah Muralitharan



Raukele Under 13's Cricket Club



UP AND COMING INFO

Final update on the iPi Group sponsored cricket club. Two finals on Saturday the 19th of March, the women's and the Under 19 teams...won the women's finals but lost the Under 19's. So all up, we won the Club Champions Title, and 4 of the 6 Premiership flags up for grabs and, a runners-up trophy for the season, Premiers, Under 13, Under 16, Men's "B" and, the Women's teams and Runners Up, Under 19's.

How the Under 19 final over panned out... last over, 6 balls and 8 runs to win,

- 1st ball, a wide
- 2nd ball, no runs,
- 3rd ball, a wide,
- 4th ball, 2 runs,
- 5th ball, 2 runs,
- 6th ball, 4 runs!

Individually, the teams shared some 10 awards from best batting and bowling. Once then trophies are received, the Club will be presenting them to iPi. I'll let you know when they are ready.

Regards Neil



THE LAE IPI TRANSPORT ADMINISTRATION OFFICE HAS A NEW LOOK; A NEW PROFESSIONALLY UPLIFTING FEEL

If anyone wanders into the iPi Transport Lae Administration Office today, you may find that all is not what it used to appear. There have been some significant desk reshuffles. Well, not so much desk reshuffles but a more defined sectioning of the 'open plan' arrangement and indeed, it looks refreshing, professionally appealing and responsive.

Chat to any of our staff who work within the confines of the upstairs area; the first floor and you'll receive nothing but smiles and warm salutes to the partitioning. Some of us believe that Terry Furphy, our Group Financial Controller, has been planning this for some time; that Terry has quietly slipped in the relevant Purchase Order/s to our Suppliers, the gear has arrived and, has been dutifully assembled in-situ. There still is a little filing work to be completed and further, some general tidying of work stations however, all is looking just dandy. Everyone seems busy looking after; most proudly looking after their patches of 'Office Turf'. It is the way it ought to be.

Have a close look at the photo of our staff notice the happy faces? Yep, nothing but smiles all round.

Thanks very much to all our staff each of whom have been very patient whilst all the rebuilding has been going on around them. A little noise and minor distractions perhaps but it would seem that all work responsibilities were not set aside during; that the job on both fronts done with pride and effectiveness great achievement iPi Transport Admin folks.

Maso Mangape

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THE MCJV KOMO AIRPORT PROJECT

Some news folks from the iPi Catering Komo Airport Project, yes indeed, the ExxonMobil EPC Project is gaining significant traction in recent times. Our highly valued Client, the MCJV, is moving progressively forward; this in the early stages of Camp Construction on the main site. There is plenty to do given that ultimately there will be some 700 people living and working from there.

We have sent through some photos of the MCJV Pioneer Camp at Komo along with diligent MCJV workers putting together the final stages on the mess and dining room facilities. As you can see, there is plenty of activity up here and we wanted to share these with all people in the Group. We hope you enjoy the pictorial.

Work is terrific up here, the employee compliment comprises of people from many nationalities and that in itself offers the iPi Catering Team many challenges all of which we are capable of providing solutions to. Carlo has been inspirational to our Chefs-cooks-kitchen hands and the administration and management-checks and balances of the Project is well in hand; this professionally shared by Jock Turner (Project Manager and only newly welcomed into the iPi Catering Team) and Dennis Sparks (running a dual role of Project Management split between TGM and Komo) all supported by me, Paul Wilkie (Operations Support Manager).

iPi Catering General Manager, Chris Moroney said during a recent senior management visit to the Komo site that he was most impressed with the level of commitment and vigour shown and although Chris was not the least surprised to learn this, it was terrific seeing firsthand the team work and the dedication being applied to the Project. It is that type of commitment along with our localised training endeavours which makes us proud partners of the MCJV.

There is still much to do in the early stages of construction. The pace of development is increasing and the camp strength numbers going up steadily each day. Having received the formal Contractual notification to move across into the main camp from the MCJV, it is now our intention to migrate the same level of professional dedication and application to this aspect of the Project as we have done whilst working out of the Pioneer Camp.

The primary issue of iPi Catering having quality management on site has definitely been covered off. We have years of experience amassed between Project Managers Jock and Dennis, throw in the pool of culinary talent and catering skills of Carlo and we have an extremely unique team of leaders; something that iPi Catering commits to unswervingly and always will.

Just like our Porgera Project, we will continue to showcase our expertise on site at Komo. The beneficiaries of course are our Client, the MCJV and their workforce.

Paul Wilkie

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IPI CATERING TRAINING NEWS

New trainers join the team

In early March 2011 three new trainers have joined the iPi Catering Training team.

Their names are Morris Mohave (Cookery – Porgera Project), Ferman Pepo (Cookery – Komo Project), and Raymond Kavoura (our very first Customer Service Trainer specialising in Food & Beverage & Janitorial Services – Komo Project)

After the careful selection process and final recruitment they made their way to Porgera where, they all undertook a seven day Induction and, a Train the Trainer course.

This newly developed iPi specifically tailored course is designed to offer staff with sound previous qualifications and experience, the necessary skills, knowledge and attitude to become a Workplace Trainer within an iPi Catering Project site.

It covers the concepts of adult learning, lesson planning, educational and material delivery techniques, assessment practices and Quality Assurance Management.

Post the course, Chef Trainer Morris Mohave said "I learnt so much in the last week, I really feel I can do my job more effectively now"

The success of this course, coupled with a serious recruitment drive, will see quite a few new Catering Trainers deployed across our Catering sites within the next few months.

If the proof of the pudding is in the eating; the proof of the training is in its service.

Porgera gets new literacy program

The iPi Catering Training Department is proud to announce the Literacy initiative; the beginnings of an ongoing program run in conjunction with local school, the Porgeran International Christian Academy.

The program consists of a series of classes to be run once a week for the development of Catering staff in the areas of language, reading and writing (English language). The course has its first class scheduled to begin on 2nd April 2011.

iPi Catering Project Manager, Callum McKinnon said "Illiteracy was viewed as a barrier to professional progression for many of our staff here at Porgera; they have great skills and experience, but simply have difficulty in reading and writing. Some have trouble with basic English language so, to get to the next level, this program will assist them to break through the current barrier, ensuring



iPi Catering - New Trainers with Danny Ward

their involvement as potentially long term and even senior staff especially given the growth of iPi Catering in PNG".

We believe that educational and training initiatives such as this are most crucial for the ongoing development of existing staff and providing them the opportunity to become our leaders of tomorrow.

Training innovation

Faced with the same old difficulties of general space and equipment shortfalls, the Catering Training team in Porgera was starting to feel like they just couldn't find the room to effectively do their very best. Thinking laterally came up with a solution.

The Catering team had decided to introduce a breakfast bar in the form of an egg station serving fried eggs, poached eggs and omelettes cooked the way you; our customers like them.

A grill plate, designed to fit on top the existing wok burners in the noodle bar was fabricated for the project and once in place, ideas began to present themselves.

With the addition of a wall oven and a bench top deep fryer, this quickly became a comprehensive and flexible Training Kitchen in a space that often sat idle and unused for anything up to eight hours a day; just enough time and space for some serious and dedicated training.

Our Training was fully supported with the use of 'casual' staff to relieve kitchen stewards, who then move through to vegetable preparation all of which relieves those cooks to move up or over for further training; it creates a dynamic flow which allows enhanced skills to be developed or perhaps even practiced by a wider range of Catering staff every day.

The new set-up offers us a suitable Training environment for up to two students at a time; this to practice a range of cookery skills including preparation,

storage, stir fry, sauté, shallow fry, deep fry, steam, grill, stew, braise, bake and roast.

The products each cook prepares either goes directly into the service menu or often takes the form of a staff lunch which provides a simulated service environment for the learners to practice portion control and service technique.

The HACCP approved work spaces allow us to simulate a day in the kitchen and the space even has its own mini hygiene system including a cleaning roster and hot and cold storage temperature registers for the learner to absorb the process of Quality Assurance (as part of the everyday work environment).

Hats off to this great idea developed by the Porgera Management team. They have provided a synergy to the Training Department in the form of innovative solutions to help us provide better service to our most valued client.

Food Safety Training at Porgera

In late March training consultant Edward McCartney from Food Safety Plus delivered a series of courses on both an introduction to HACCP and on Quality Assurance.

These courses are designed to help our employees contribute to safe food practices and delivering good value and service to our client.

The course included theory and the practical application of the principles with food safety inspection as a practical component.

Edward said "the participants were enthusiastic and knowledgeable and I welcomed the opportunity to again be involved with a highly proactive business, the iPi Group"

Food Safety Plus training is based on a practical and helpful approach that supports our continuous business improvement program.

Should you consider the need for such training on your site in the development of your HACCP or Auditing teams, please contact without hesitation.

Danny Ward (Training Manager)

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iPi Catering - Nutrition Training Seminar

IPI CATERING YET AGAIN DELIVERS

At iPi Catering, we firmly believe there is a strong nexus between our overall responsibilities to deliver quality, high standard, innovative menu offerings to our valued Clients-customers-guests and that of delivering sound nutritional foodservice in conjunction and always. To emphasise this very point, Danny Ward, our iPi Catering National Training Manager delightfully accepted an invitation to deliver a seminar to the (80 odd) ExxonMobil Grad students and staff based at the ExxonMobil POTC on the 28 January, 2011.

The ExxonMobil Grad students are deeply involved in some significant PNG LNG related studies and are used to; most accustomed to a classroom environment normally delivering LNG styled training and tuition. This time, they were collectively treated to a seminar designed to educate, inform and broaden their current knowledge base on healthy eating and dietary considerations. iPi Catering currently delivers all meals at the POTC for the staff and students based there but, as part of our continued commitment to Client satisfaction we wished to go one better. Not only serve quality meals but assist students and staff alike in understanding better the concept of healthy choices, healthy food and healthy lifestyles.

The plan was to conduct the seminar and at the same moment then launch (on the POTC site) a range of iPi Catering nutritional posters and applicable 'messed' placemats. Together with the above two initiatives, iPi Catering then presented a specialist and newly revised menu; this inclusive of a raft of healthy eating options such as wholemeal breads, brown rice, a wider use of fresh fruits along with slightly revamped cooking methods.

Danny Ward made comment "the importance of a healthy eating and regimented exercise combination is great message to deliver; to have this fully supported by an applicable and interesting menu coupled with a soft background media campaign really allows iPi Catering to help get the message spread. I believe the staff and students were genuinely interested in

Omelette Bar



the subject matter and the changes which have also been embraced by our own Catering staff at the POTC is a wonderful and innovative; quite exciting thing to be involved in."

The seminar itself included such topics as the basic elements of nutrition; proteins, vitamins, carbohydrates, minerals, etc and what they do-provide for us in balance, managing dietary intake, food consumption, low GI foods and of course, recommended health watch/alert issues such as obesity.

It is terrific to be involved in iPi Catering's lead taking on such initiatives. Helping educate and expand the knowledge base of our customers and Clients in our specialist field is most comforting and highly satisfying. We unquestionably thank the ExxonMobil staff and students at the POTC and pass on our genuine appreciation for the opportunity to present, be involved and once again, demonstrate our commitment to Client support beyond just the bain-marie. Indeed as Danny says, "a healthy client is a happy client".

Chris Moroney

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General Manager, iPi Mountain Catering



Chris Moroney | General Manager, iPi Mountain Catering



THE IPI GROUP ... A NOTE OF THANKS-APPRECIATION

Please let me be one of the first to submit a note for our Quarter 1 'Insider' Newsletter.

Our Lae Office Christmas Barbeque held just prior to Christmas Day at our 10 Mile property was for the iPi Group's Catering, Property Holdings and Transport all of which was organized by Sandy Furphy and her iPi Property Staff. A job well done.

It was a terrific barbeque and offered to our people in a different manner to that of years before. An individual meat selection tray was given to each staff member and from there, staff could make a choice as to whether it was cooked on the barbeque place or taken home and shared with family. It all went well; Sandy and her staff had their work cut out monitoring all staff joining the activity but the use of a ticketing system inclusive of names made the event easy to manage. The good thing about this system was that for those people who could not be in attendance because of work responsibilities, well guess what they did not miss out. They were later issued with their Meat tray selection to take back home.

Well, Congratulations to Sandy and the Team for the terrific job which made everyone very happy. Further we all wandered home peacefully. This year (2010) was marvellous. I personally did not hear anyone coming back with any complaints.

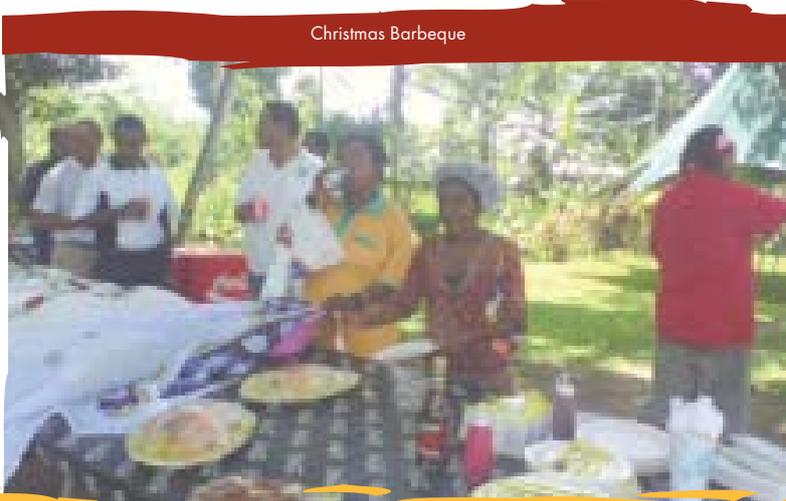
Well, for me; I took mine home, fried my pork and had it with saksak, yummaahhh, not bad ah! trupla ya, na bai yumi hamamas! Hehehehe ...

Anyway, that's about it. Hope you all like my pictures of the highlights of that day Friday 24th December 2010.

Best Wishes for the New Year, 2011.

Josie Kong

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Christmas Barbeque



Sandy and her husband Terry (Terry is our iPi Group Financial Controller)

FURTHER SURFACE UPGRADES TO THE MOROBE CUSTOMS AND CARTAGE (LAE) PROPERTY

The combination of continuing heavy rains in downtown Lae and the increasing volume of traffic at MCC's Erica St Facility over the past few months have placed a serious need to keep up the overall yard maintenance on the roadways and hard stand areas. We have some 24,300 square metres of surface area to look after including 9,000 of hard stand, not a modest amount of important accessible land when one thinks about it.

Our highly valued tenants on the property, Trukai Industries, Agility Projects and TradeCorp International can suffer when rain causes rough pathways, uneven surfaces and bumpy vehicle access. Our endeavours to help arrest the uneven surface areas have been to not only continually grade the area involved, but now place quite a substantial strip of concrete pathway; this running parallel to the larger Trukai building. Ready Mix, Lae has been tasked the job of ripping up the strip of land in question, setting out a reasonable 'fall' directly into the main underground drainage system (put in place prior to the builds being constructed) and then doing the final concrete pour. Ready Mix has been somewhat hampered in the work's progress given little breaks in the rainfall however, the job is coming on well.

Once the extensive strip of concrete has been laid, we expect that the vast volume of rainwater falling on surface catchment area will be then evenly distributed and efficiently drawn away through the stormwater system. The simple objective is to rid the rainwater as quickly as possible allowing the hard stand areas and traffic paths to dry out more effectively. This will result in a better perhaps more even surface being evidenced.

The long term plan involves the total surface area of our Erica Street property being addressed in a more permanent manner and the relevant investigation on alternatives and options is being addressed right now. The engineering and associated costs will need careful consideration as this exercise is indeed expensive and we cannot afford to make a poor choice in final surface coating. Asphalt is not an option given the nature of the traffic down there. Heavy equipment such as large trucks, forklifts and the like have a tendency to tear up Asphalt especially during the days when the surface areas are hot. Concrete is a good alternative however expensive given the slab depths required to compensate for the specialist traffic use. Are there other options which offer balance? We believe so and these are being currently considered by Management. More news on the final outcome; the final decision will indeed come later. You may well be fascinated to learn just what the final solution will be. Tell you all more in the very near future. In the meantime, we'll be watching very closely just how good the initial concrete works handle the heavy rains in Lae.

Effective stormwater disbursement can be quite the challenge.

Sandy Furphy

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IPI GROUP'S SPONSORSHIP OF THE LAE RUGBY UNION JUNIORS

Keeping up with our past, long term and continued commitment to once again support Lae based Rugby Union Junior Player development, our CEO Scott O'Reilly very kindly through the very last SCRUM gathering-event (at the Lae International Hotel) purchased new signage and positioning at the Lae Rugby Union Grounds.

Our signage at the Bart Philemon stand merely recognises the iPi Group's support for junior Rugby Union development in country, but more importantly is the funding behind the sponsorship. We are proud to be part of the overall contribution to the growth and development of the junior sportspeople participating, learning and actively showing enthusiastic interest.

We encourage all iPi Group employees along their families to wander along and be a game spectator when-ever the opportunity arises. Great game, great sport and great team participation for the youth of our community.

Peter Long

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The iPi Group - Proudly supporting Rugby Union in Morobe



Mike Hallam - IT upgrades

IT INNOVATIONS AT THE IPI GROUP'S PORT MORESBY OFFICE

Whilst there will be a lead article on the new iPi Group Office in Port Moresby in our next edition of the 'insider' it is well worth a quiet but very special mention of certain 'things' which are happening right now down there ... as we speak.

Yes indeed, Mr Mike Hallam is on his hands and knees getting all grubby and sweaty installing the high tech communications and IT equipment of ours in the specially allocated room within the iPi Group's Office Complex. Many of us in the iPi Group have known Mike for a number of years; this though our past associations and dealings with the highly trained and highly charged and enthusiastic people of the Barrick PJV Computer, IT and Communications dept based in Porgera. Mike was, up until late last year, a long term and valued member of the PJV team. Mike was initially based at Porgera and then enjoyed the opportunity of moving with the Barrick Exploration team across PNG installing their IT and Communications systems along the way. It is an interesting and fascinating journey and one of which Mike talks of with great passion and pride. Mike has since moved on from his lengthy PJV days and he has now set up his own IT Consulting Company in the main based in Cairns, Far North Queensland.

The iPi Group has chosen to access some of Mike's time and professional skills and in doing so, commissioned Mike to install our very latest equipment and specialist IT systems in the new POM Office. It appears that he has embraced the challenge and is now fully concentrating on 'getting it right'; a process that takes patience, tolerance and expertise.

I'm afraid that I'm not a 'boffin', an IT guru nor a person who fully understands the issues, the intricacies and the overall nuances of IT but fortunately, Mike does. Great; that is why he has the job!!! The one thing I do confess is that Mike does take the time to explain his work along with the functions-outcomes our new systems are trying to achieve. Further, Mike has the ability to outline, in layman's terms, the end goal. I still shake my head in wonder however, it seems that my communication works 'email style' and that is all I wish. How he does it and how it all works in the background under lock and key is perhaps secondary to my priorities.

We all welcome Mike in and trust that his work is finished both successfully and in a timely fashion. Speedy and effective communications are key and core to our business success. We rely heavily on this equipment.

Thanks Mike for your time and we wish you and your newly found business venture all the very best.

Peter Long

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