



insider

ISSUE 51
FOURTH QUARTER 2022



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Raun Raun with iPi

...and much more

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Message from the **CEO**

Peter Long

Interim Chief Executive Officer
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Dear readers of the iPi Group's 'insider' newsletter, I trust each and all are well, still smiling but focused on all that is in front of you; the latter both at work and in your home life.

Welcome to our 51st issue of our iPi 'Insider' with the 4th Quarter of 2022 the focus for this edition.

As we normally lead with, Business Development Director Trent Scott kicks off with a wrap up of the Business Development activities for this quarter and importantly, the year. Next, iPi Catering's General Manager, Dennis Sparks shares with us updates from the Catering and hospitality world. This is followed by this quarter's recipe for success; a tasty Beef Lasagne recipe shared by Chef Trainer Soni Taka.

Moving on, we read about Esther Hapu who interestingly has been one of iPi's longest serving employee. Further, Henry Bayagau writes on what the Catering teams in Porgera have been up to. We remain highly appreciative of our long-established business partnership with Barrick Niugini Limited and we will continue to fully support and stand steadfast – shoulder to shoulder with BNL more so and especially as they head into the 'New Porgera' phase.

We further read about what team in Porgera was up to during this year's Independence celebration. Then, our good news stories followed by this quarter's featured staff member, Heidi Damun. This is then followed by 'On The Road' with iPi Transport's Logistics Manager Brain Warrillow as he writes about iPi Transport activities. We then welcome a recent hire. No spoilers here, read on to find out who we are welcoming.

Morey Aumo over in Lae writes about this year's Defence Cadet Graduation. Next, Group IT Manager Sylvia Aihiv gives us an update on her Australia Awards PNG Scholarship. Syl is diligently spearheading the Group's IT department, she is one of the many women across the Group who play a pivotal role in contributing significantly to the Group's success. Keep up the great work Syl and do what you do best. This issue finally ends with everyone's favourite raunraun photos.

Please, enjoy the read and until next time...work safe, play safe and may your heart and home be filled with all of the joys the festive season brings. A very Merry Christmas and a very prosperous New Year to you!

...Peter

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From the Business Development DESK...

Trent Scott
Director - Business Development
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Greetings from the Business Development Desk.

I can't believe we are already at the end of another 12 months of short-term pain for long term gain... whilst the Group has continued to be busy with our current diversified group of clients and their equally diversified service needs being met, we have also experienced an influx of EOIs, Tender Submissions from across the Mining and Petroleum sector being released as well as some smaller niche opportunities on both the Catering and Transport sides of the Group. This is a good sign that things are changing and the business community is starting to put things in place in preparations for 2023.

With such changes and recovery to the economic climate slowing taking shape and confidence returning, it is also around this time of year that many Economists look back over PNG's performance for the year and begin to forecast what 2023 might look like. With this information set, businesses including iPi are finalising their Budget's for the next 12 months and conducting Strategic Business Reviews and Plans for relevant or sustainable operating periods going forward.

Some key highlights from Westpac PNG Banks Chief Economist were recently issued and are summarised as follows:

- > PNG has adapted well to the post COVID world.
- > Vaccination rates remain generally low across the population and Covid related restrictions have been lifted.
- > The PNG general elections were held across July - August 2022 with Prime Minister James Marape returned to lead a majority government.
- > The economy has performed better than expected across most segments.
- > Real GDP is projected at around 4.0% for 2022 and to grow further in 2023.
- > Excess liquidity in the banking system remains high and financial sector is stable.

- > The war in Ukraine is impacting PNG through higher commodity prices and higher inflation, with the former leading to a stronger balance of payments and fiscal revenues, given that PNG is a large commodity producer.
- > Foreign reserves remain comfortable.
- > The year-end inflation forecast for 2022 has been revised up.
- > Moody's changes Papua New Guinea's outlook to stable from negative; affirms B2 rating.
- > Risk to the growth outlook remain.

Overall, both the global and domestic outlooks for growth and inflation involve considerable uncertainties stemming from various supply-side factors. The ongoing challenges from the Russia-Ukraine war, supply-chain disruptions, high crude oil and gas, and food prices, and high inflation could adversely impact on the recovery. Nonetheless, at this stage the economy is well placed for a year of growth and the momentum is to continue next year.

On the Business Development front, the team has been busy preparing a number of submissions to tenders and EOI for potential opportunities in 2023 in addition to hosting a small workshop for the Operations teams in both Catering and Transport in Port Moresby at the start of the quarter.

Our Property Operations are continuing to perform with our occupancy rate across both our Executive iPi on Airvos apartments and the iPi on Ugava Street Apartment sitting at around 70%. This along with the economic recovery and growth forecast for the medium term, I am optimistic that 2024 should continue to see our occupancy rate maintained if not increasing further.

Our Social media Presence and engagement with the communities in which we work has continued to gain momentum with our own Lois Lane and 'insider' extraordinaire Angela always out and about capturing the daily actions and activities occurring at the project sites, staff training, professional development opportunities and just the general smiles for each quarters Raun Raun photos...

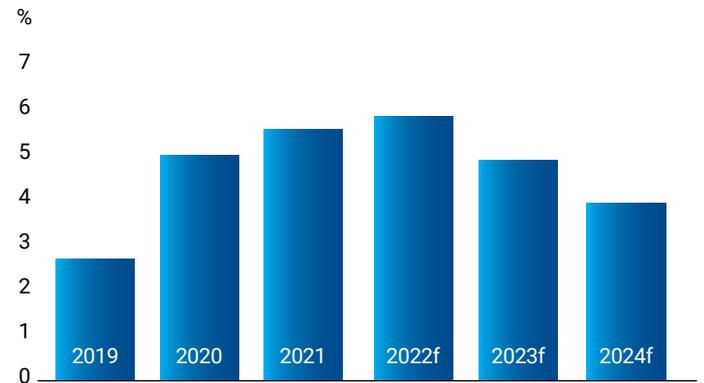
Q4 also brings the annual PNG Mining and Petroleum Conference which the CEO and I will have attended once this issue is released and I will no doubt report on in Q1, 2023. This year's theme for the conference is: *PNG Resources: Securing the Next Wave of Responsible Investment* and will feature a Keynote address by: The Prime Minister of PNG and some anticipated announcements regarding Porgera and three other key resource projects.

Well, that's it from me for another year... I would like to wish you all a safe and enjoyable festive season and an equally happy New year with your families, tambu's, wantok's and colleagues.

As always readers, until next time, stay safe, keep smiling... and Always do the right thing - Even when no one is looking!

Trent

Inflation in PNG



Source: National Statistics Office and BNP

'EVERY BOTTLE HELPS FUND LIFE-CHANGING PROJECTS IN PNG'





General Manager's THOUGHTS...

Dennis Sparks

General Manager iPi Catering
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From across the Desk of the iPi Catering – General Manager

Greetings one and all,

As we close off this 2022 calendar year, I wish to express my sincere gratitude to all of our staff across all of our areas of business. To whom without, our fantastic business would not run. Thank you and well done everyone. Every one of you have contributed to our successful year, each and every site and location. Without you we could not have had the seamless cohesion delivering the fabulous unparalleled catering service to our clients across all sectors of our industry.

Coming out of the Covid 19 restrictions has meant we can now further work on our well acknowledged training successes. Our National Training Manager Nanai Sinemaue and our Northern sites Chef Trainer, Soni Taka are excited to re-invigorate and develop our employees this year to

further improve on the services we are so very proud and protective of.

- > SP Brewery Lae
- > SP Brewery Port Moresby
- > Moem Barracks
- > Igam Barrack
- > Kinga FOB
- > Vanimbo FOB
- > Manus Lombrum Naval Base
- > Murray Barracks
- > ATW and Taurama Barracks
- > Goldie Barracks

I applaud our trainers for their outstanding work and commitment in going the extra mile. It is also most worthy to mention that Jeannette Chauka has completed a Level 1



Gents just a big thank you for your staffs excellent support last night.
The meal and the service was top class.
I'd particularly like to acknowledge Boga, who as always provided a great service with a smile and great attitude.
Again many thanks
Tim
--
Colonel Tim Marsden
DCoS
HQ PNGDF

Thank you and the team for looking after us yesterday, the girls were lovely and so helpful.
Everything was really nice and the day went well.
Many thanks again for the great service:)
Kind regards
Andrea

Financial Awareness Continues for iPi Staff

By Angela Peng

The key to making sound financial decisions is knowledge.

More than 50 iPi Catering staff in Port Moresby were pleased to have Nasfund Contributors Savings and Loan Society run a *Poro-tok* presentation.

The presentation was about NCSL's products and services.

Catering HR Supervisor Lydia Ramona said various financial institutions have been engaged to deliver similar sessions with the purpose of educating employees on the value of budgeting.

In stressing on the importance of the presentation she said: "Through this presentation staff will gain essential financial information so that they can be aware of their options."

"It will empower them to make good financial choices accordingly and further encourage them to save money," Ramona added.

Staff had the opportunity to learn about what NCSL has to offer and air their queries.

Arrangements are underway for similar sessions to be carried out in other iPi project sites going forward.



Professional Certificate in HRM. In addition, our Trainee Operations Manager Henry Bayagau has also successfully completed an in-depth Human Resources course for Non-Human Resource Managers.

I had the pleasure to witness Our Group IT Manager Sylvia Aihi, deliver her Proposed Project as part of her Australian Awards Graduate Certificate in Leadership course. Sylvia had recently returned from attending the University of South Australia as part of this Advanced Course. We are so proud of you Sylvia and the fact that you are using your new found skills every day. Our Group HR Manager and I were also invited to witness the issuing of a Certificate of Completion ceremony at APEC Haus.

This is just the precursor to her official graduation which will take place in April 2024 at the University of South Australia. Again, Sylvia we are so proud of your academic achievement.

This Quarter has seen us take on board a new Human Resource Graduate, Joseph Raim. We were fortunate enough to have Joseph do a couple of months internship with us as part of his final requirements to graduate. We were so impressed with his vigor and enthusiasm we decided to keep him on for a while longer.

We said Good Bye to our Office Driver Iga and Hello to a young and very energetic Rarua Bobby.

We welcome both of you to our iPi Family and hope that you both enhance your career path while working with iPi Catering.

Good Bye 2022 and Hello 2023

Stay safe and stay well!

Dennis Sparks



Recipe for Success: Homemade Beef Lasagne

Soni Taka
iPi Catering Lae



Pop it in the oven at 185°C and this is what comes out ...



There are three (3) components to making lasagne:

1. The meat sauce
2. The white or béchamel sauce
3. Assembling and baking

The meat sauce is basically just like Bolognese.

You need:

¼ Vegetable oil	400g tomato paste
250g diced onion,	5 fresh basil leaves chopped
2 garlic cloves chopped	¼ cup parsley chopped
200g celery stalk chopped	2 tablespoon Beef cubes
2 carrot chopped	Pinch thyme, oregano and
2kg Beef minced	2 bay leaves
300g Canned tomato	Parmesan cheese

Directions

- In a large skillet heat the oil. When almost smoking, add the onion and garlic and sauté over medium heat until the onions become very soft, about 8 minutes.
- Add the celery and carrot and sauté for 5 minute
- Raise heat to high and add the ground beef. Saute, stirring frequently and break up any large lumps and cook until meat is no longer pink, about 10 minutes.
- Add the tomatoes, tomato paste, parsley, thyme, bay leaves, basil and cook over medium low heat until the sauce thickens.
- Season with salt, pepper and beef cubes. This will take approximately ½ hour.
- Finish Bolognese with parmesan cheese.

For the white or béchamel sauce, you need:

400g unsalted butter	Pinch grated nutmeg
400g plain flour	½ teaspoon salt
1 litre Milk	½ teaspoon ground pepper

STEP 1

Melt butter in a heavy bottom, medium saucepan over a low heat. Add flour whisking constantly. Cook, whisking occasionally 2 to 3 minutes: do not let roux brown.

STEP 2

Whisking constantly, add about 2 cups of hot milk to saucepan.

STEP 3

Pour half of the remaining hot milk into the saucepan in small increments. Whisking the mixture constantly, until a smooth paste forms.

STEP 4

Whisk remaining milk into pan, add nutmeg and salt. Cook, stirring with a wooden spoon, making sure to scrape bottom and sides until sauce is thick and creamy. If any lumps form, stir sauce rapidly with a whisk. Season with pepper, remove from heat. Let sauce stand until lukewarm about 30 minutes before assembling lasagne.

Layering up

- **Smear a bit of meat sauce on the base first** – stop the lasagne sheets from sliding around
- **Layer 1** – top with meat sauce, bit of white sauce
- **Layer 2** – lay out more lasagne sheets, then top with more meat sauce and white sauce
- **Layer 3** – repeat again, lasagne sheets, meat sauce then white sauce
- **Topping** – cover with lasagne sheets, pour over remaining white sauce then sprinkle with cheese.



EXECUTIVE STYLE LIVING WITH VIEWS TO MATCH



THE PROPERTY

Modern 3 bedroom apartments, located conveniently on Touaguba Hill's Airvos Avenue, providing easy access to Port Moresby's, business districts, shops and social venues. The apartments are all fully furnished with modern and quality fixtures suiting both professionals and families.

PROPERTY FEATURES

- Views of Fairfax Harbour and Burns Peak
- His & Hers master ensembles
- Open plan kitchen with SMEG appliances
- BOSE Home Theatre systems and surround sound
- Infinity edge swimming pool
- Fitness Centre
- BBQ and Entertaining Facilities
- Fully furnished and serviced daily
- Secure undercover parking and private storage bay
- Onsite manager
- 24/7 Security and back up power
- Waterfront Shopping Mall, Royal Papua Yacht Club, Ela Beach, Harbourside Cafés and Restaurants, all located within 5 minutes drive

The iPi Group

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iPi's Longest Serving Employee

Meet Esther Hapu, iPi's employee with the longest tenure. She is a devoted employee and the epitome of resilience for taking on life as a widowed mother of five while working as humble housekeeper.

Esther Hapu (right) proudly standing beside her daughter Stella (left) after graduation day.



The *insider* had the great pleasure of meeting Esther early this quarter.

In search of some relief from the scorching Port Moresby heat, we occupied a table of two at the Food Court inside the famous Vision City Mega Mall. It was 10 a.m. on a Tuesday and predictably empty. We immediately made an order for two once we settled in.

Over a delicious beef and onion pie with a refreshing cold bottle of water, Esther began telling her story.

Esther, in her early-fifties, hails from Tari-Pori District in Hela Province. Following the completion of her education at Koroba Highschool (now Koroba Secondary), she moved to Enga Province where she settled and raised her family.

When Esther began her professional career in 1991, she had no idea she would embark on a two-decade long journey with iPi. Due to her diligence and hard work, she secured a permanent position with the company after starting as a casual employee.

A humble Esther says she is honoured to be part of the company's journey to success over the years and proud to see first-hand how it has grown from iPi-Crocodile Catering Joint Venture (1995) to iPi Catering (2003)- a large volume, industrial catering and camp service provider.

Over time, she rose through the ranks to housekeeping supervisor at Mt Lodge. Her responsibilities include assigning daily tasks to all housekeeping staff and ensuring the facility is clean and comfortable.

"Ol arapela wok bilong mi, mi i save trenim ol niupela wok manmeri usait i wok long tim bilong mi. (In addition to my regular duties, I train new staff in my team)."

She appreciates the friendly work environment and the diversity at work where she works with different people. During the conversation, she revealed some of her personal setbacks in life. She said her husband's untimely death was tough for her.

"Man bilong mi em i bin stron na sapot bilong femili bilong mi. (My husband was my family's strength and support)."

"Taim em i dai long yia 2018, mi bin wari turu, tasol mi wok bilong wanem em i wei mi i ken lukautim femili bilong mi. (When he passed away in 2018, I was very worried but I kept working because my job was the only way I could provide for my family)."

According to Esther, ethnic pressure also has an impact on her life. In the face of everything that had happened she continued to be strong and be punctual at work. Esther told the insider that it was the love and support from her family that continue to help her go through trying times.

When asked about her children, a smile lit up her face as she talked about each of them. She was delighted to share that her daughter graduated from the University of Papua New Guinea School of Medicine and Health Sciences with a degree in Pharmacy.

"Namba wan pikinini meri bilong mi i Stella I pinisim skul long UPNG long dispela yia. (My eldest daughter Stella completed her studies from UPNG this year)."

"Dispela i makim mi i gat bikplea amamas bilong wanem em i soim olsem olgeta hatwok billong mi i karim kaikai. (That makes me very happy because it shows that my all my hard work has paid off)."

Esther indicated that after more than 28 years of dedicated service to the company she is her setting sights to spending valuable time with family and pursuing other opportunities.

The Insider

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iPi Catering

"Qualified, professional, enthusiastic catering & industry personnel"



CERTIFIED

ISO 9001:2015

Quality Management and HACCP Accreditation at multiple locations in PNG



iPi catering is one of the largest volume, industrial caterer and camp service providers in the Asia Pacific region, providing extensive food service operations to the PNG mining, resource and service sectors.

Whether your requirements are for a remote 50 person fly camp, or a 2000 strong multi facility mine site base - no matter what the location or how extreme the conditions, iPi Catering can deliver!

iPi catering successfully balances variety and taste with nutrition, consistency, reliability, food safety and value for money.

All meals are prepared with the best ingredients using the latest food handling procedures and safeguards.

Logistical support in terms of supply chain, storage and administrative assistance, all serve to promote exceptional solutions for all our valued client and partners.



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Giving

ENGAGING FEEDBACK

By Ken Warren



People are reluctant to give each other feedback in the workplace. On the one hand, some people hold back on giving constructive feedback as they worry about how the other person will respond.

But on the other hand, inaction leaves performance problems going unaddressed and building over time.

Even when constructive feedback is given, it is not always done well. People are not giving enough positive feedback either – due to either not appreciating the importance of recognition or getting stuck in unnecessary paperwork.

Here are five keys you can use to get a better result from any feedback you give.

1
Feedback is always better received from those with whom we have a good relationship.

So get to really know your co-workers and manager and let them get to know you. Chat with them, tease them, laugh with them, and be human. You are effectively placing deposits in the emotional bank account of that relationship which increases the likelihood of your feedback being well-received.

2

Feedback also needs to be occurring regularly, not just out-of-the blue.

A yearly appraisal is nowhere near good enough. Touch base with your workmates at least on a weekly basis, letting them know what you are happy about. Some staff with a strong need for connection or recognition need feedback even more frequently.

When you are giving positive feedback, you have to mean what you say, of course. If people sense you are not being genuine they will simply feel patronized. Positive feedback also has to be specific and targeted towards those things the individual values about themselves. Positive feedback that is specific and meaningful to the person is always better received.

4

Of course, constructive feedback needs to be given in ways seen as respectful by the person receiving it.

So although your intentions may be respectful, it is important to monitor how your feedback is being received and to adjust yourself for the individual. For most people, simply sounding respectful and speaking to them privately will be sufficient.

For the sensitive types, you can allow them to save face by criticising yourself first – perhaps you weren't clear in what you were expecting from them. If you are going to criticise, keep this to their behaviour and not them as a person. You can soften the blow by using the 'kiss, kick, kiss' approach, where you start and finish on a positive note.

You can also say what you would prefer to see rather than what you dislike. There is a difference between saying, 'You're a self-centred, control-freak!' and saying, 'I really would like to have more say in how I do things.' But you are allowed to think the former.

So, that's it. You can give engaging feedback by:

- > Having a good relationship with that person
- > Being frequent, genuine, and specific with your feedback

3

Constructive feedback is always easier to give when it is asked for.

But you will find constructive comments are better received when they are outweighed by five times more positive feedback. This does not mean that when you give feedback there needs to be five compliments followed by one criticism.

5

Feedback is also better received if you are open to feedback yourself.

Sometimes feedback will be uninvited, given poorly, and you may be feeling defensive. But remind yourself that it is only feedback. You won't die from it and it is good that any frustrations are coming out. Apologise and agree where you can before offering something for the future. For example, 'I'm sorry if I came across that way. And I agree you do need to have some say in how you do your work. How would you like to do your work differently?'

If you are in management, make it easy for others to give you feedback. Staff surveys are one option, but you can also do so by routinely asking, 'What can I do to better support you in your role?' You can also let them know you know you are not perfect and will be OK if they give you constructive comments. You could say, 'I know I have been caught up in my paperwork and haven't touched base with you much of late. What do you need from me so you can feel better about your work?'

- > Giving five times more positive feedback than constructive feedback overall
- > Monitoring how the other person is responding and adjusting your approach
- > Being open to feedback yourself

An Update on Porgera

Henry Bayagau

Quality Assurance & Trainee Operations Manager



Dear Readers of the Insider,

As you know, we have thoroughly enjoyed an excellent business relationship with the people of Porgera Joint Venture for many years and all this with iPi Catering delivering the quality commercial food Service to Porgera Mine.

Across the extensive spectrum of services, iPi Catering has taken care of the full and complete catering needs of the residents and the day workers, the former of whom are directly employed PJV staff and the latter of whom are Porgera Mine-based staff, contractors to PJV, as well as a large number of visitors.

Our service levels have been recognised as being beyond reproach and accordingly, it has been our dedicated staff who have delivered the exceptional daily requirements with both ease and professionalism. Saying that we are proud of what we have achieved and all this in concert with PJV Business Services representatives both locally and nationally is perhaps an understatement.

PJV through Jonathan Parker, Elias Keyiken, Stephen Schmidt and many others have on many occasions expressed their delight and satisfaction on all that we have delivered. PJV has recently undertaken a transition in the manner in which it operates the Alipis & Suyan Facility, and in doing so it has recently up-graded flooring in all three kitchens at National Meal Kitchen (NMK), Alipis & Suyan by replacing the 20 plus years old tile flooring with Certified food grade Epoxy Anti-slip flooring, this has taken a toll to take our food service to a whole level with the change in atmosphere of the working environment.

Accordingly, we now steward a range of responsibilities including general upkeep of Hygiene and Cleanliness, oversight of the three kitchens, which includes Mt Lodge & Paiam Warehouse, monitoring of utilities, inspections across the raft of daily issues that comes with the site, coordinate stock movements and the refuelling of vehicles or to supply the fuel for the gensets; these amongst other primary functions but in essence, overseeing the daily operation of the facility.

Things are running smoothly says Ken Smith, Project Manager at Porgera. As an extension of iPi Catering providing much-needed services ever since the mine fell under care and maintenance, Ken remarked that many, if not the majority of the aforementioned obligations have been embraced as both exciting and rewarding.

Residents at Suyan & Alipis together with the provision of all meals for the day workers through the National Meal Kitchen have always acknowledged our dedicated staff prep and cook for their service. The Alipis & Suyan Kitchen is singularly one of the most modern and best known reputable, fit for purpose kitchen and messing facilities in Papua New Guinea and quite the honour it is running the facility. The capacity output potential is well beyond what we are currently using however having access to such a modern facility offers much professional comfort.

A notable highlight, recently all personnel from Alipis, Suyan, and NMK recently completed a basic fire-fighting training thanks to the ongoing support of PJV Business Services. Everything went smoothly, and we would like to express our deep gratitude to PJV for their ongoing support of our people up in Porgera.



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Innovative



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Transport



iPi Transport's Heavy Vehicle Maintenance Facility, Administrative Centre and experienced Transport Logistics personnel based in Lae, provide total and comprehensive maintenance and fleet control - 24 hours a day, seven days a week, all under our ISO 9001:2015 Quality Assurance Certification.

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Solutions



iPi Transport have been delivering precious cargo safely across PNG for over 15 years. Guaranteeing your delivery, whether that be hundreds of thousands of litres of fuel per day or much needed dry cargo, across some of the most rugged landscapes found anywhere in the world is what we do best!



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PNG Independence 2022

Elu Were - Suyan Catering Manager



On the 16th September 2022, Suyan Camp in Porgera celebrated the 47th Anniversary of PNG Independence with an incredible feast put on by our iPi Catering.

Barrick employees sat down and were treated to a delicious menu which consisted of PNG delicacies such as mumu chicken and lamb flaps (PNG's nambawan kaikai) with taro & Highlands banana. The feast also included a special spicy road side BBQ lamb flaps and an impressive seafood buffet with banana prawns, prawn avocado, marinated squid and prawn cocktail and a whole variety of seafood treats for everyone to indulge.

We created an eye-catching atmosphere to complement the great cuisine we provided.

Mr Marshall, Suyan Camp Supervisor, took it to up a notch by making Independence speeds in the Dining Room.

He thanked iPi Catering for putting up a very good show and igniting the Independence fever in Porgera.

Our special guests, mine manager Shane Collins and senior supervisor Pius Magapen cut the Independence Day cake to mark the occasion. It was great to see the look of amazement on the people's faces as they entered the mess to see it filled with colourful laplap & floral decorations and not forgetting a tasty selection of delicious food.

Some people even managed to grab a photo with staff who were dressed in PNG shirt, meri blouse and caps. All in all, it was a successful evening and everybody who entered the mess left with their stomachs full and a smile on their face.

Prepare to feast on an array of interesting food facts.

1. In an emergency, coconut water can be used for blood plasma.
2. Potatoes are 80% water.
3. Bad eggs will float if put in a glass of cold water.
4. Pineapples have no relation to pine.
5. Avocados don't ripen on a tree.
6. Almonds are not nuts.
7. Usually corn is yellow, but it can also come in colours such as green, red, or white.
8. A shrimp's heart is in its head
9. Raspberries are a member of the rose family
10. White chocolate isn't chocolate.



GOOD NEWS STORIES...

Always a welcome invitation

Hello readers the 'insider' here...

On behalf of the team can I please pass on our sincere thank you for all the contributions to this edition of the iPi Group's 'insider' magazine.

Your stories and your photos are always embraced, and a reminder whilst we do our best to include the photos sent through it is far better that we receive high resolution shots as this does improve the overall look and quality of our publication.

Keep in mind that the iPi Group's 'insider' is your broadcast medium and we highly encourage you to use it. It is your message board and it is a wonderful means of highlighting to all in and associated with the iPi Group the things that are happening around you, your workplace, your community, your province, and your sporting interests and successes as way of example.

We warmly welcome your participation in the publication, and wish to see your happy snaps, hear about your suggestions, your favourite fashion tips, or your achievements.

...the 'insider'

BusinessDevelopment@iPiGroup.com.pg



'insider' Staff Profile
Heidi Jajing
Damun



1. Where are you from?

I come from Madang & Morobe Province.

2. When did you begin with iPi Transport?

I initially started with iPi Mountain Transport in 2013 as a Data Entry Clerk where I was attached with Operations Admin Finance team in Lae. After year with iPi Mountain Transport, I went back to the Civil construction field to enrich career experience with JVPNGIC as their Trainee Site Engineer for Telikom, Igam & Mapai Road Project. On February 09th 2020, I was called back to join iPi Transport as Operations Admin Finance Clerk.

3. What is the best thing about being part of the iPi Group?

I would like to say a very big thankyou to this well-established Organization for the career development training programme that was in place.

I was one of the recipients who successfully completed the course in Accounts Admin (Finance) IEA College of TAFE Lae in 2022 (1st Semester on 07th March-17th July 2022).

4. What career lessons have you learnt thus far?

I'm capable to acquire and evaluate information, work well under pressure to meet deadlines & priorities urgent tasks during pay week and End of Month Reports to Respective Billing Section.

5. What is your personal motto?

Never give up give the best of your ability.

6. What three words best describe you?

Adaptable, Integrity & Pro-Active

7. What does a normal day at work look like for you?

My day begins by ensuring all the daily loads are posted and entered into Fleet Manager System for Sales Report & Clients Monthly Report link to AR Finance Team. I then attend to driver queries and making sure it is resolved and they are satisfied before taking the wheels.

iPi on Ugava



Urban Lifestyle - Relaxing Views

A boutique complex consisting of ten spacious 2 bedroom, each with private ensuite apartments. Centrally located in Waigani's Diplomatic hub. Suiting both Professionals, and FIFO workers.

- Fully furnished with brown and white goods
- Swimming pool, BBQ and Entertaining facilities
- Open plan kitchen, dining and living with modern quality appliances
- Fully equipped laundry, office space and dual undercover parking bays
- 24/7 onsite Security and Back-up power
- Vision City Shopping Mall, Royal Papua Golf Club, Moresby Arts Theatre, Parliament Haus, National Museum, Port Moresby's Jacksons International Airport and more, all located within 5 minutes drive

The Trucker's Rear Vision Mirror- iPi Transport In Retrospect 2022

Brian Warrillow

Transport and Logistics Manager
iPi Transport



Season's Greetings Team, as yet another year rolls around to an end, as we close a tough year in Transport, in equally tough times in PNG.

Fluidity in the market place has meant fluidity, in how we conduct our business in these challenging times. Despite the pomp and pageantry of the recent 16th Mining and Petroleum conference held in Sydney this week, the reality of it at the grass roots level and for the average Papua New Guinean, is a hard and bleak outlook for PNG as a whole until the rampant and egregious spending habits of those in power are called into check and balance, until all sense of ethics and fair play and decent conduct are reinstated and the often reckless indifference towards the real life plight of Papua New Guinea is paid more than just lip service.

Against this challenging backdrop iPi Transport has had to spread its net wider than in previous years, to be able to take advantage of opportunities in a revivator dwindling at a rate comparable to, the beleaguered reserves at Yoki Dam these days. Never the less we persevere.

Despite these hard times, iPi has kept its engines running, its people employed and upskilled and its head above water, this is in no small part due to the actions of our Group GM David Mackenzie and his management team for navigating the business through hard times, keeping our clients and customers requirements met, while ensuring that the right teams with the right messages are assembled and empowered in our key depots to push our agenda to its optimal requirements.

Our staff are key to our success, and ensuring that the right individuals are selected for their qualifications, experience, knowledge and subject matter competency, irrespective of their gender, has meant that we've had success in key areas

where previously we struggled. During Q3 IPI transport registered its best yet review in this particular space since the start of the

Puma TOS contract three years ago, due again in no small part to the fledgling OHSEQA team, made up largely of women.

It has taken a long time to register this type of small success, but so long as the focus and our bearings are correct, and we have passionate people who care about our performance and our determination in an inherently high-risk industry, I believe sustained holistic organisation change is possible.

The delivery of core business performance will continue, so long as the people behind it that are committed to the push also, and that commitment is long term. It must be a partnership, to our clients and customers, our people and to our Company.

On the 7.12.2022 I was asked to give the keynote address to the graduating class of ST. Josephs Technical school students. As a good corporate citizen, IPI continue to help young local trade people starting out in the industry, gain practical knowledge with work experience. My message was clear, every hardship presents an opportunity to improve oneself, learn to recognise these, and embrace the difficulty. The difficult times are when we are tested to see the calibre of our metal, Are you just collecting a pay check, or are you giving back as well.... as in these hard times we should be asking not what the company has given me but rather what can I give back to the company...



Meet the team Elizabeth Narun



1. What do you do at iPi Transport?

I am with the HSSEQA Department working as a HSSEQA Coordinator for Lae Depot

2. When did you join the company?

I started three months ago on 15/08/2022 and it has been an awesome journey so far

3. What excites you most about your job?

I am most excited about my job every single day as being in the Transport Industry-is a vital part of our Country's Growth & Economy. I encounter new challenges all the time where no particular day is similar to another where questions are being asked all the time and all the while learning and getting better each time with the assistance of my superiors and my colleges.

4. What do you like about being part of the iPi Group?

I like being part of iPi Group as it is a locally owned company and it is helping the country's economy by contributing to the country's Vision 2050 in terms of one of the seven pillars for Human Capital Development in employing locals.

5. What are the values that drive you?

Integrity, Honesty & Commitment-doing the right thing at the right time and at the right place and Keeping the End in Mind.

6. What do you enjoy doing when you are not working?

I enjoy making delicious home-made smoothies from the fresh fruits and vegetables from the Lae main market (best thing about being in Lae ☺) and spending time with my family. I also enjoy home-workouts and participate in a local hockey club during weekends.

7. What skill do you think everyone should learn?

Reading and learning off course – with the use of technology, everything is at your fingertip; use it to equip yourself with the right knowledge.

8. Favourite quote:

"Be a yardstick of quality. Some people aren't used to an environment where excellence is expected". Steve Jobs

9. What is your idea of fun?

Picnics by the sea with family and friends-nothing more soothing then having your toes in between the sand ☺

Cadet Graduation

Morey Aumey

iPi Site Manager PNGDF Igam Barracks



Food plays a significant role in any celebration around the world, no matter the occasion. At iPi Catering, we take pride in the work we do knowing that our service is a symbol of celebration.

We recently had the honour of celebrating a graduation ceremony in Lae. My team stepped up with a lovely lunch for the PNGDF to commemorate the Joint Forces Training graduation, after 38 men and women completed an intensive 18 months training.

The ceremony was well attended by senior officers from the PNG Defence Force and PNG Correctional Services, Royal PNG Constabulary, including PNG Governor General, His Excellency Sir Bob Dadae and Deputy Prime Minister Hon. John Rosso.

Everyone enjoyed the lunch and complimented staff for the wonderful preparation and presentation of the food.

Life Long Learning- Australia Awards Scholarship Graduate Certificate in Leadership

Sylvia Aihi iPi Group IT Manager

Time certainly passes by very quickly when juggling work, family, and classes. For the benefit of those who are not aware, I was away for studies for the past few months and here is a brief account of what has happened.

My cohort started the Graduate Certificate in Leadership short course in March 2022 in Port Moresby. In a nutshell, the Graduate Certificate in Leadership is a course designed to develop the knowledge and abilities of those in managerial positions so that both individuals and organizations can work more effectively and profitably.

Between school and work, it was quite a roller-coaster. We commenced with online classes via Zoom sessions. I started working again in April, and a month later, in May, I had online lessons. By June, I had returned to work, and in July, I started the third block of the course through online classes again. August brings a return to work and in September I took a plane to Adelaide and attended in-person classes there for a month before flying back to Port Moresby on October 1st.

The courses studied were as follows: Thinking & Acting Strategically, Leading & Managing Organizational Change, People Leadership Performance, Gender Equality Disability Social Inclusion, Finance for Decision Makers, Responsible Leadership. We were also given and shown various tools, concepts, frameworks on the different topics which I have added to my Toolbox to put to good use.

We were taught by expert lecturers in their various fields and through team collaboration and discussions, which was very helpful, each of us got to see through the different lenses (views) of everyone. The training has allowed me to comprehend the complexity of successfully directing strategy, teams, and change performance across the organization.

Before the program ended, 24 of us individually presented our projects from the 5th – 9th December. My presentation was based on using Biometrics and RF ID Technology to improve billing process for the PNG Deference Force. The project was chosen because I wanted to shift away from the tactical aspect of IT and concentrate more on the holistic view and how IT can provide effective and efficient services for our customers/ staff of this organization, taking into account all stakeholders.

The program ended with a graduation on the 9th of December. So far, we have been awarded Certificate of Attendance and Certificate of Completion. The University of South Australia official Graduation is in April 2023. That is when we will receive our parchments with our certificates.

I am blessed and grateful for the opportunity. I would like to take this opportunity to thank the People & Government of Australia, PNG Australia Awards, Lecturers and Staff of the UniSA, iPi Group of Companies especially Mr Peter Long and Mr Dennis Sparks for all your support during my studies, my IT Team for manning the forth whilst I was away. Most importantly to my children and family for standing by me from the beginning until the end.

“Responsible Leadership is about making sustainable and equitable business decisions which take into account the interests of all stakeholders, including: shareholders, employees, clients, suppliers, the community, the environment and future generations”.



'Raun Raun' with iPi



THE iPi GROUP OPERATIONS 2020

First in tailor made logistics solutions in Papua New Guinea



The iPi Group's vertically integrated logistical operations are as varied as the needs of our many clients:

- Commercial Catering
- Fully integrated Camp Management
- Warehousing and dry goods storage
- Transportation of bulk fuels and dangerous goods
- Property development and management



ENGLISH



FRENCH



CHINESE



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