



# insider

**ISSUE 52**  
FIRST QUARTER 2023

## INSIDE THIS ISSUE...

- | Message from the CEO
- | Recipe for Success
- | Training and Development
- | Raun Raun with iPi

**...and much more**

[www.iPiGroup.com.pg](http://www.iPiGroup.com.pg)



# Message from the **CEO**

**Peter Long**  
Interim Chief Executive Officer  
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## Welcome everyone to the 52nd issue of our iPi insider with the 1st Quarter of 2023 the focus for this edition.

**It gives me the great pleasure to welcome you all back for another exciting business year. I would like to take this opportunity to thank each and every one of you for your work and dedication. I am incredibly appreciative of having such a driven and enthusiastic team of people working with me across the Group.**

We continue to thrive because of your efforts and commitment to the iPi Group's mission and vision. Together, we can collectively continue to push the boundaries and make positive impacts in all we do – in all we are involved with.

We continue to make an extraordinary effort to keep the *insider* upbeat and an enjoyable read; this by highlighting the positive and proactive activities which occur during the quarter.

As always, we begin this issue with a round-up of Business Development activities by Trent Scott, our Director of Business Development. Moving on, our iPi Catering lead, Dennis Spark gives an update on his area of control. I am sure our dedicated and highly committed Catering teams across all sectors of our business have been all-hands-on deck throughout the just gone festive season and now into this quarter, hence I can assure you of an interesting read.

Next, iPi Transport's Training Coordinator, Alex Malaibe writes of what our Transport Training and Development Department has been up to; this to underpin our on-going commitment to both fleet and road safety. Next, an iPi Catering Christmas article sent in by our highly polished Quality Assurance and Trainee Operations Manager Henry Bayagau.

We read then about the PNGHRI Conference attended by our HR Department. This is followed by 'goodnews' stories and a Training update from the Catering Training Department in the Northern Region of PNG spearheaded by none other than Chef Trainer Soni Taka.

Further, an article about our highly protected and much valued partnership with the good and decent people of the PNG Defence Force. Our iPi Group Accounting Governance Manager, Cesley Badi writes of the CPA Annual Conference. On that note, congratulations on your recent promotion, Cesley. You can climb that corporate ladder; you've worked hard for this and you deserve it. This is followed with our featured staff member of the quarter, Cloudia Thomas.

Moving on, an iPi Christmas at Suyan and Alipis up in Porgera written by, again, Henry Bayagau. Great stuff Henry. We then follow with a Press article and a wonderful insight into the mining industry by Timothy Andambo. Murray Barracks Catering Manager, Kaupe Talia further shares with us, a delicious Recipe for Success: Buttered Chicken which will literally take you to flavour town. This issue then ends with a great selection of our raunraun photos.

**Please enjoy the read and until next time...stay safe, work safe and play safe.**

*...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

The last few months have given us that opportunity to look back over the challenges we continue to face, what is working, what is not, what factors we can control and what needs to happen in order for things to change or improve as the world continues to re-open and live with the changes that have been brought about by the Global Pandemic and Covid19 and more so the lingering and long term effects to the global economy and how its playing out in the PNG context.

This feeling was also the case when over 1500 delegates converged in Sydney to hear presentations from the Prime Minister James Marape and his focus on the big five projects which he referred to as 'PPPPW' Papua LNG, Porgera Gold Mine, P'nyang LNG, Pasca A and the Wafi-Golpu Mining project, and the optimism he has for the future of PNG. There were talks and panel discussions from all facets of the Mining and Petroleum industry in PNG on Supply Chain Challenges, Foreign Exchange, were also covered at the conference in Dec 2022. With the latter topics again being front and centre at the recent PNG Top 100 CEO Survey presentation I attended here in Port Moresby, with access to Foreign Exchange being listed as the number one business challenges for the PNG Market.

The sentiment from the room at both events and more so during the PNG CEO survey results presentation, was a little curious with the results indicating positivity, but the reality on attendees faces and the reality on the ground being experienced by relevant business houses in PNG is that most are still hurting and doing what they can just to continue pivoting to meet the uncertainties being faced in the near term, choosing to continue to 'Hold Steady', something I feel will continue to play out in 2023 with projects such as our Porgera Gold Mine remaining

in Care and Maintenance and the PNG LNG - P'nyang project, whilst progressing to FEED stage is delayed from the optimistic 2023 start to 2024 at best as recently announced in the media.

Our attendance at the PNG Mining and Petroleum Conference last December also provided the opportunity to catch up with some old friends the likes of Mr Dairi Vele – Chairman of the State Negotiation Team and the opportunity to meet the newly appointed Country Manager for Barrick Niugini Ltd Ms Karo Maha-Lelai. We also had the opportunity to welcome to our office in POM, Barrick Niugini's, Manager – Supply and Business Services Mr Jonathon Parker, who was able to meet all our wonderful staff across the varied projects we service and meet with some of our Directors to discuss our continued participation in the Porgera Gold Mine in terms of the professional and premium Catering Service and Transport Haulage functions and our unwavering support for the mines reopening under the new leadership for the New Porgera Joint venture.

On a further positive note, I can report that the BDU team has continued to grow its presence on Social Media, namely LinkedIn, Instagram, and Facebook we have seen our reach grow in the respective platforms to over 10,000+ followers on Facebook, 15000+ on LinkedIn and nearing 1500 on Instagram. This has been a great achievement and assisted in our communication with shareholders, staff and the communities in which we work.

**Until the next edition, enjoy what is hopefully the start of a great 2023, Stay safe, keep smiling.... and do the right thing even when no one is looking!**

**Trent**

# Life Changing Water



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# General Manager's THOUGHTS...

From across the Desk of the  
iPi Catering – General Manager

**Dennis Sparks**  
General Manager iPi Catering  
Dennis.Sparks@iPiGroup.com.pg



**HAPPY NEW YEAR, A warm welcome to you all. I sincerely hope you enjoyed your holiday and had the opportunity to spend time with loved ones. It's always a pleasure to jot down a note or two for the insider.**

A quick update on Christmas and the first quarter of this year. During the festive season our team of hardworking and dedicated team of professionals across Papua New Guinea. Thank you all for another wonderful year of successes.

We take tremendous pride in all we do, and the meals we prepare without a doubt show it. There have been many compliments for iPi Catering from the Highlands to the Islands inclusive of the PNG Defence Force, our friends at the SP Breweries and Porgera during the festive season. Thank you for wonderful comments these were appreciated and set many a smile amongst our personnel.

The PNGDF troops on duty up in Porgera staying in the iPi Mountain Lodge were treated with a lovely meal during Christmas. Thank you to our Manageress Nancy Andambo for the great job done. This was done to express our gratitude for their efforts in upholding law and order throughout the festive season. Taking one step farther, we supplemented the PNGDF's Rations to make their day even better. Another great way of showing our support to the PNGDF and all they are trying to do in Porgera during these difficult times.

To our highly valued patron and customer, the SP Brewery. In addition to providing quality meals for those who toil to make PNG's Most favoured drop of the Amber, we recently prepared a special lunch to celebrate the opening of the refurbished SPB Canteen in Port Moresby. The renovation included the installation of new kitchen utensils and appliances. Christina, the site supervisor, and her team did an outstanding job in making the day a success.

As usual the Christmas and New Year period is full of changes with people wanting to take new directions in their life and careers, This New Year has been no different.

Welcome Inventory Cost Accounting officer Grace Mogi. Grace recently moved from iPi Catering Moem Barracks in Wewak and joined our Finance Department here at the Head Office in Port Moresby, Grace is a cheerful addition to our great team.

Welcome to Barbara who joined our team at Moem Barracks in Wewak, Barbara has filled the Position that Grace held at Moem. Although Grace has very small feet, Barbara has some pretty big shoes to fill there, and she is doing just fine so far.

Congratulations to Sharon Bori, for your upskilling and moving over to our Accounting team from her previous role as our ever so cheerful receptionist. Sharon has filled the position that was created by the recent departure of a long time Employee Kennedy Wats. Kennedy we certainly do hope that your new direction in life gives you all that you aim for. Welcome Back to iPi Ruth Pone.

Congratulations go to Cesley Badi for her Promotion in the accounting team to Group Governance Manager. Following this meant that Robert Tony moved up to have a try at Senior Accountant and Analyst. Well done and Congratulations Cesley and Robert.

It was sad that we had to say good bye to our IT Data Analyst Junior Lati, Junior took on a more senior position with a PNG Icon in Lae, this however unlikely it was brought to us a person who is just as cheerful and dedicated to the job, Clyde Urakoko, a great find for us, welcome aboard Clyde.

Moving on, a round of applause to our site Catering staff who have completed their respective on-site training. Hats off to the Catering Training Department for ensuring our staff are upskilled. Keep up the great work. Thank you to our Dedicated training department.

We bid Barry Sinemaue (BB as he was affectionately known in the office) goodbye and extend our congratulations to wrap up this quarter's update., Barry joined the IT division as an IT Trainee at our headquarters in Port Moresby. He recently earned a degree in Mathematics and Computer Science from Divine Word University, and he is set to continue his education in Poland. Barry, congratulations and best of luck with your future endeavours!

# 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

# Training and Development

**Alex Malaibe**

Driver Training Coordinator – iPi Transport



Load and restraint training.

Take Nothing for Granted – Driver Training is Important!



Driver training is crucial for drivers. At iPi Transport, our training and development programs are structured to arm our drivers with the necessary skills and knowledge that promotes the our Fleet safety culture.

In the month of January, Hagen and Goroka Based Metro Drivers completed 2 weeks of Driver Training and Assessments:

Training Units covered during the 2 weeks of training are:

1. Vehicle Pre-Start Checks (Theory & Practical)
2. Defensive Driving (Theory & Practical)
3. Fatigue Management (Theory)
4. Coupling & Uncoupling of Tankers and Trailers (Theory & Practical)
5. Load and Restraint (Theory & Practical)
6. Vehicle Dynamics
7. Transportation of Dangerous Goods (Theory Lesson)
8. Fuel-Safe Discharging Procedures (Theory & Practical)
9. Fire Extinguisher Training (Theory & Practical)
10. Basic First Aid Training
11. Take 5 Risk & Assessment (Theory Lesson)
12. Journey Management Plan & Route Risk Assessment
13. Spill Management
14. Emergency Response
15. Incidents & Near miss reporting
16. Use of PPE and other Health and Safety pieces of training.

The Training Department developed these training packages to ensure drivers are well-trained, and become a valuable resource to our organization. In that manner, drivers will provide a sense of pride knowing that they actively utilize defensive driving strategies in their day-to-day driving and make every effort to avoid accidents.

All in all, it has been a fruitful month with everyone, drivers and operations.



Top and bottom: Hagen based Metro Drivers undergoing Firefighting training.

Fuel safe discharge training.





# 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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**Henry Bayagau**

 Quality Assurance Manager – iPi Catering
 

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## An Insight to iPi's Christmas Preparations

Hi Readers,

It is most worthy to highlight the dedication, application and level of commitment our collective Catering staff demonstrate; this regardless of where they are located or stationed across PNG.

Christmas and New Year is an exceptionally busy period and highly anticipated for our sites – not unexpected of course knowing what we all privately attempt to do at home for family and friends during that time of the year. The volume of goods ordered from suppliers, delivered, packed, shipped and de-stuffed along with the lead times in the actual planning and preparation of menu's, functions and social gatherings is indeed extensive.

Many months of work go into the preparation of Christmas functions well before December 25. Sure, this is a time where, on many occasions, we are busier than ever but equally a time where much satisfaction is gained from all that we are involved in.

Serving our guests is always a pleasure, and seeing the Camp residents and invited folks happy delighted in being looked-after-a-treat at Christmas is our aim. Although this is the objective and is given considerable attention, our role and obligations go much beyond only catering-related duties.

It is here that I wish to openly acknowledge and express our sincere thanks to our dedicated catering staff at Alipis Camp, Suyan Camp, National Meal Kitchen, Paiam Warehouse & MT Lodge. Quality housekeeping and laundry services at Mt Lodge to Quality Stock Management at Paiam Warehouse leading all to a High Standard of Food

Service at Alipis, Suyan and National Meal are essential to the wellbeing of the Camp residents and day workers alike.

At Porgera, we thank our iPi people, whether they are indeed beaver away preparing and serving the beautiful Christmas fare or working the Office or serving in the retail outlet at MT Lodge or making the hundreds of Cribs each day or attending the Daily Management meetings or rolling out the Accounts or simply providing the very necessary support dish-washing chores...you are all equally and as such, equally thanked for the quality job you do.

Hey, all that said...it was a brilliant Christmas and we 'all' enjoyed.

So too are all the considerations to the special 'added touches' which include but not limited to the likes of specific Cold prawns, meats, turkeys, Local Tropical Fruits, pudding ingredients, Christmas decorations, drinks and beverages of all kinds, napkins, tablecloths, tableware, serving platters/dishes along with all the extras which individual Client's request.

So, planning done, goods and commodities ordered, delivered, checked off, preparation, cooking and service all complete...the actual Christmas fare is now served to our customers and wow...time to reflect upon the outcomes – again it is the 'wow factor' we all strive for and all this



## iPi Attends PNGHRI Conference

is very much in the hands of our enthusiastic and highly motivated Catering staff...they present and proudly so.

They too ought to receive plaudits for all they do - for all they have achieved. Yes, long days and long nights in the lead up to however the final outcomes and successes should be embraced by our front line Catering and Service staff – they do the work and they should be accepting the accolades for their efforts.

Of course, it has been a difficult year with the mine going into care and maintenance, let alone the struggles each individual had faced during the last 32 months the team still managed to pull off a stunning Christmas dinner to share with the workforce of the Mine.

To the senior management of the Porgera Joint Venture, the APD workers and the Contractors, we trust you had a delightful time up wild west and look forward to doing more great stuff next Christmas.

The iPi Group recognises the sterling work and we proudly thank each and every one for the same – congratulations.

On behalf of Ken Smith, Russell Goddard, Elu Were, Peter Onde and everyone else not mentioned here at Porgera.

Cheers....



L-R Lydia Ramona, Naretha Pokowas, Jerry Wemin (PNGHRI President), Jeannette Chauka and Julie Sema.

Joseph receiving his certificate.

### Staff from iPi Catering Limited attended the Papua New Guinea Human Resource Institute Annual Conference at Crown Plaza in Port Moresby in November, 2022.

Catering HR team Lydia Ramona, Jeanette Chauka, Naretha Pokowas and iPi Group HR Manager Julie Sema attended the conference in person for the first time since the Covid-19 outbreak struck.

The three-day conference eventuated on November 22 to 24 with the theme: 'Emerging Human Resource Developments 2022 and Beyond'.

The team was among prominent executives and HR specialists from more than 200 PNGHRI member organizations present at the event.

Julie said the team was enthusiastic that after three years they had the opportunity to be part of the occasion in-person with likeminded individuals.

"The team is very grateful for attending the conference.

"Talks during the days were on the Development of HR, the 360 Degree HR Competency Model, digital leadership, and worldwide shifts in the digital environment.

"The presentations were captivating and offered insights on how to approach technological advancements in a way that will benefit HR moving forward," she said.

PNGHRI created three days of examining all aspects of the future of Human Resource through presentations delivered by HR practitioners and higher education lecturers.

She said day one unveiled the PNGHRI annual general meeting. This included key note addresses from seasoned sector leaders and an award presentation session.

The day saw Joseph Raim, a recent addition to the Catering HR division, attain his Advanced Diploma Human Resource Management (ADHRM) certificate.

Julie congratulates Mr. Raim for his outstanding performance in graduating the top of his class.

She said day two and day three had its focus on key sessions on upcoming HR advancements for 2022, 2023, and beyond.

PNGHRI is a professional association that promotes professionalism.

iPi has been a corporate member of this association since 2015.

### The Insider

# WHY PEOPLE RESIST CHANGE

There is no doubt that there is an extraordinary amount of change taking place in many workplaces today. Restructures, redundancies, major changes from head office or funding bodies, and new ways of working with technology, are just a few examples.

While many people accept the reality of the situation and adjust themselves to what is required, others feel deeply affected at a personal level and resist engaging with the changes.

You would think that given change is one of the constants in life, everyone should be good at embracing change. But this is simply not the case.

Why is this?

## Why people resist change

### 1 The change is unwanted

This is understandable, particularly with changes like redundancy. People may well have a fear for their financial security. These people dealing with unwanted change may need help in accepting that this change is beyond their control and not due to their performance (if that is the case).

They will also need a lot of empathy and support before they put their energy into actions they can take to cope, or adjust to the new reality.

So, it is worth giving some thought as to who is likely to be affected by the changes and how you can respond well to their concerns.

### 2 No one believes in the change

Perhaps some individuals are cynical about what is proposed, saying they have seen it all before. It can certainly help when management is selling the rationale and the benefits attached to the change. Therefore, those in leadership roles need to be setting the right example, modelling helpful attitudes to the change, even if it is simply, "Let's do the best we can with what we have".

Of course, it helps if all power-brokers (management team, senior staff, individuals with strong personalities) are deliberately engaged with the change, as their example also carries significant weight.

### 3 A strong need for power

Some individuals who have a strong psychological need for power resist any change they do not agree with or that was not initiated by them. Pressuring such highpower individuals to change tends to result in greater resistance or sabotage from them.

Smart managers adjust themselves to cater to these individuals' strong need for power, control and respect. They do so by accessing their expertise, making the changes consistent with what they have proposed before, and asking their advice on how to overcome the challenges that are being identified by them.

Some managers acknowledge the power of these individuals by saying that they need their support, as others will look to them for their example.

Or they give them limited choices where these individuals have some control. When there is cooperation at some level, these managers thank them genuinely for their efforts rather than criticising them for actions yet to be taken.



# CHANGE

## 4 Other issues are more important

Managers need to remind themselves that a change that is important to them is not necessarily important for others. Perhaps some of their staff are close to retirement and they don't see the point in changing. Other staff may well be overwhelmed with other priorities. Some may be suffering change fatigue and resisting the current changes is an attempt to regain some control over their lives.

It can often help to sell the benefits of the change, particularly those that are motivating for the individual concerned it will result in less stress for them, an opportunity to learn, and better outcomes for clients. Support any claims with evidence when this is possible.

## 5 Not knowing what to do

Sometimes we think people are resisting change, when really they don't understand the change or know where to start. They may well need some very clear guidance and assistance in taking the steps required.

It can help to clarify with these people what the main priorities are, freeing them up from unnecessary responsibilities, and lowering their expectations of themselves so they don't have to do it all, or certainly not at an unrealistically high level. Small steps are better than no progress at all.

These people, in particular, benefit from training and support to help them adjust to what is required. Examples of support might include: inhouse training, coaching or mentoring, and assistance with implementation. Some of these people need to know that it is OK if mistakes are made and to ask for help if they need it.

## 6 Personal problems

We all go through personal challenges at different times. Most of the time, we do not let these challenges impact on our performance. However, challenges such as a relationship breakdown, mental health problems, or serious health concerns can affect many people's performance and ability to embrace change.

Of course, when you are aware that someone is going through a major personal challenge, this helps you to have realistic expectations and to not be frustrated or offended by their behaviour. It also helps to provide these people with additional support or to free them up from some responsibilities.

For individuals who never seem to come to the end of personal difficulties and use their circumstances as an excuse for poor performance, it can help to ask for a trade whenever there is a concession from the employer. For example, "Here is what I am prepared to do to help ... but in return I need from you ...".

## 7 Unhappy with how the changes are being implemented

Often people say it is not so much the changes they are unhappy about, but how the changes are being made. Many changes are imposed from above from Government, head office or senior management with people feeling totally removed from decisions that affect their work.

Or they are not given sufficient information about what is taking place. Or bad news is broken to them ... very badly. So many staff can feel devalued, disempowered, and disengaged, and as a result will be far more likely to not cooperate or resist the changes being made.

"Change happens by listening and then starting a dialogue with the people who are doing something you don't believe is right". Jane Goodall, English UN Messenger of Peace.

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# 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

## iPi Catering Site Staff Training

**Soni Taka**  
Chef Trainer

Hi Readers,

I am delighted to update you all on the results of our successful staff training here in Lae.

As you all know, iPi Catering continues to uphold its commitment to supporting the growth and development of staff members through onsite training.



This training program comprise of Commercial Cooking courses delivered by site staff trainers.

The training is delivered to assess the participation and competency level of staff and further give them the opportunity to gain necessary skills and knowledge.

As a result, staff carry out daily their duties effectively and provide service at satisfactory standard.

I had the great pleasure of training and working alongside a team dedicated and enthusiastic individuals at SP Brewery and Igam Barracks. I am pleased to announce that the following have successfully completed their corresponding onsite training:

1. Derlyn Waikulai (SP Lae)
2. Jonah Masap (SP Lae)
3. Philemon Tomo (SP Lae)
4. Magderlyn Anzim (SP Lae)
5. Sonia Sakei (Igam Barracks)
6. Timothy Siserta (Igam Barracks)
7. Marshal Fameso (Igam Barracks)
8. Hubert Kennedy (Igam Barracks)
9. Chris Ize (Igam Barracks)

The site manager Mr Morey Aumey on behalf of his staff is very grateful and acknowledged the training department and the trainer on site for successfully seeing his staff through the course and rewarding them with the certificates. The staff are very thankful and excited for this achievement.

**Congratulations once more, and keep up the good work.**

## Our Commitment towards the continued Partnership with PNGDF in Porgera

We remain committed to supporting the PNGDF for the tireless work they do to maintain Law and Order in Porgera and throughout Enga Province during Christmas, a special time of the year.

One will no doubt read this as one turns the pages of the iPi Group's 'insider'.

Our iPi Catering teams endeavour to make Christmas as special and as memorable as possible for the PNGDF troops on duty during the festive period- during which many miss their family and friends immeasurably- our aim to impress the good and decent people we serve and do so with as much polish and professionalism as can be mustered.

We wish to ensure they individually and collectively enjoy a terrific Christmas dinner; one more so that they will have something to talk about with their friends and family on their return home post their work cycle. So, delighting the folks we serve is one thing – important and as significant as this is but, all too often we tend to forget that our own Catering staff are also working on that special day – of course, our thanks are extended to each and every one of you. Now, having said that our Catering staff all working on the 25th of December traditionally 'fight and jostle' over the opportunity to be on deck; that in itself displays dedication and commitment however it is one of those moments in the year when they can show off or show case their skills, talents and flair...and indeed they do.

Perhaps better that you scan through some of the photos we have sent all of which will impress and delight we are certain. The effort, the time, the care and the skill in which the final presentation of our Christmas fare is delivered we think is captured well in the photos we have sent though.



The Mt Lodge Dining Room was decorated for a treat, the atmosphere was extremely warming and there was no question that all who wandered through the two messes were taken back by the sight – yes, another very special occasion and another very successful Christmas dinner served.

Our Mt Lodge employees and the PNGDF employee together shared a special Christmas luncheon.

Our many thanks are extended to all iPi Catering staff at Mt Lodge for a brilliant job with excellent and highly positive feedback from the PNGDF Soldiers.

Also, on that note during the festive period we also had some hiccups along the way, where two of our shipments were robbed along the Highway, that very same afternoon when our 20ft container was Robbed at Laiagam, we had our vegetable truck Stuck on the other side of the Laiagam Station, when we requested for assistance to go escort the vegetables through the fighting zone, they swiftly responded to our call. With that as a token of appreciation Ken Smith the Project Manager donated over K1200 worth of food Rations to the PNGDF for their continuous support towards iPi Group.



# first in tailor-made logistics solutions in Papua New Guinea



Innovative



## iPi Transport

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.

Our advanced fleet includes Kenworth prime movers, B-Doubles, bulk fuel tankers and general container trailers, Whether your critical cartage needs are for the mining and resource sectors of PNG or for an owner operator business - your business is valued by us!

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!



[www.iPiGroup.com.pg](http://www.iPiGroup.com.pg)

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# CPA PNG Annual Conference

Cesley Badi iPi Group Governance Manager



The two days was insightful. Thank you to our Management for giving us the opportunity to attend the event.

## It was a pleasure to attend the Certified Practicing Accountants PNG Annual Conference.

The conference was a two-day event which commenced on November 24.

It was held at Hilton Hotel in Port Moresby with the theme 'Digital Economy: Infrastructure, e-business and e-commerce'.

I was accompanied by iPi Catering Inventory Control and Accounting Supervisor Ricky Kepas. The conference was well attended by 400 members and participants nationwide.

We had the opportunity to listen to important guest speakers in executive positions from the public and business sectors share perspectives on the direction accounting would take in Papua New Guinea.

The event also presented the opportunity for us to interact with accountants from other well-known organizations and exchange views on best practices in accounting.

For the advantage of those who don't know about CPAPNG, CPA PNG is an organization dedicated to training and developing accountants in Papua New Guinea.

It was established in 1974 and has come a long way with a lot of achievements along the way.

The CPAPNG conference is one of CPAs three significant annual events on their calendar.

It is hosted each year to promote stimulating and interesting discussions with seasoned business leaders who present and share their thoughts and experiences to uncover likely outcomes within their business environments and industries in times of economic uncertainty.



'insider'  
Staff Profile  
Claudia  
Thomas



### 1. What is your role?

House Maid

### 2. Where are you from?

Rigo, Central Province

### 3. How long have you worked with The iPi Group?

This is my one year working with iPi.

### 4. What is the best thing about working at The iPi Group?

The best thing about working at iPi is being given days off on the weekend and PNG gazette holidays. This allows me to spend quality time with family.

### 5. Three words to best describe you:

1. Honest
2. Reliable
3. Hardworking

### 6. What is one TV show you cannot miss?

Definitely any Filipino drama.

### 7. If you could have dinner with any celebrity, who would you choose?

Angelina Jolie

### 8. What do you like to do on your days off?

Spend time with family



## Christmas at Suyan and Alipis

**Henry Bayagau**

Quality Assurance Manager – iPi Catering

Christmas is indeed one of those special time in our calendar especially here in Porgera- Suyan and Alipis Camp.

Yes, Christmas dinner and gee. Wow, what a success that was. Everyone who attended was happy with the meal buffet and dining room decorations, which had the extra-special effect of restoring some holiday cheer after a trying year.

In 2021, we only had the camp residents in for Christmas dinner so the numbers catered for were down compared to all other Christmas celebration...some say to a degree with a little relief because as you all know, it is a busy time for all members of the brigade.

Each and every camp resident who attended the evening thoroughly enjoyed the meal and this delight mixed via an extremely relaxed and friendly atmosphere - oh and the cold Buffet made the Dinner spread unique with the assorted prawn platters & the spicy chilli turkey salad ...it made the evening very special to see the joy our local employees was given; a special occasion for everyone who came in to share the special dinner with us.

Indeed, there was much chatter, much laughter heard, and many compliments from PJV employees for making their Christmas dinner away from home special.

We had the honour of having Jonathan Parker and Jack Dirito, the Business Services Representatives visit both Alipis and Suyan to observe and see the amazing work our team put in to ensure the spread and display is almost mirrored at both main kitchens.

They spoke about the steps to re-establish mining operations back to normal and the ongoing negotiation with the state. They further thanked the iPi Catering staff for their dedication and unwavering support and closed by stating that they were looking forward to 2023 and to working closely with the employee and contractors to bring in a new and very refreshed ear of the New Porgera moving forward.

We would like to thank our iPi Catering staff especially Golden Piuney, Manu Lasala, Elu Were and Peter Onde along with all other team members; they did a very professional job and we all participated in an enjoyable dinner – yes, another quality function at Suyan Mess proudly chalked up – Christmas 2022 and what a cracker it was.



# first in tailor-made logistics solutions in Papua New Guinea



## 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.



[www.iPiGroup.com.pg](http://www.iPiGroup.com.pg)

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## Harabe loves to cook



### Everyone loves the food I cook and my great sense of humour says a committed cook.

"Everyone loves the food I cook and my great sense of humour," Elawi Harabe said with a smile.

Harabe from Magarima district in Hela Province works as a cook for a catering company based in Port Moresby.

With a fruitful career under his belt, the 40-year-old has always been clear about his mission: "Prepare meals that make people happy."

Currently employed at iPi Catering, his role in the kitchen involves planning, preparing ingredients and cooking the main course meal while ensuring proper food handling procedures while maintaining a clean sanitary workspace throughout the day.

In addition to his regular duties, Harabe also makes garnishes for each meal to provide a pleasing display.

"It is important to make your meal look attractive because people eat with their eyes first."

He said he has learnt the value teamwork, and time management due to the fast pace nature of the industry

Mr Harabe said despite the daily grind of being a cook, he enjoys his job because it gives him the opportunity to experience various cooking styles and cuisines across cultures, and bring joy to people every day through his cooking.

He appreciates the friendly work environment and the support from his employer through internal training opportunities.

In retrospect, Mr Harabe offers this advice to youths who want to pursue a career in cookery: "Be open minded, have the willingness to learn, and most importantly, have the passion for cooking."





# Timothy Andambo

Deputy Chairman  
iPi Group

For those who run and own mines know full well that mining is a good but complex business...and is a capital-intensive project throughout all stages of mining (explorations, construction, operations, closure, post closure & lease relinquishment).

All of these facets have their own challenges and costs, particularly, ensuring profitability and compliance to laws (onshore and offshore) and the international best practices.

Investments in the mining industry in geographically uncompromising, politically unstable and socially fragmented environments is a constant challenge, therefore, only the determined investors take the risks to invest hard-earned moneys. This business is not for the faint hearted and cash-strapped ambitious businessman.

Arguments on having more equities participation can go both ways, however if you are determined to take the risk

then stay on the lane and be prepared to open your pockets, you can't be sleep walking into the game blindfolded by the fantasy of getting rich.

Also, an agreement is an obligation that needs to be honoured and there is no back flipping from it. Parties need to strictly work to the letter of the commitments and fully close them off, you can't be unwinding it. That, I think, is the most optimal path to expediate the Porgera reopening.

Sharing a personal knowledge from a 26 years mining veteran and an impacted landowner's advocate.



## iPi Officiates year with Dedication Service

By **Angela Peng** Communications Officer

### In show of good faith, iPi Catering began the corporate year with a dedication service.

The dedication service took place at the head office in Port Moresby recently (Feb 12) led by local Seventh Day Adventist Pastor Thomas Davai.

In opening the program, iPi Group Interim CEO Peter Long reflected on past challenges and said the service was an opportunity for everyone to start off right.

"This is wonderful opportunity to bless the office, to bless the people, and bless our people," Long said.

Pastor Davai shared based on the books of 1 Chronicles 12:32-33 and Romans 7:19.

He told over 30 iPi staff present during the program to be wise and insightful.

"Everything that we do and accomplish is because of God.

"If we follow God's plans...then we thrive.



L-R iPi Group CEO Peter Long, Pastor Thomas Davai and iPi Catering Financial Controller Greg Tese.

"Once we do the right things, we prioritize and put God first in our lives, then we will be successful people whether in business or organizations in corporate world, we can be successful only if we trust the Lord."

He further encouraged staff to exercise their faith.

"Read the Bible everyday it will guide and direct us. Once we commit to the Lord Jesus Christ then everything will fall into place."

Pastor Davai closed with a prayer committing the board and management, staff and families, assets, yearly operational plans and other businesses to the Lord.

The dedication service was a meaningful way for employees to come together and honour God, and rededicate themselves to their work and their purpose.



## Recipe for Success: Butter Chicken

**Kaupe Taliai**  
PNGDF - Murray Barracks  
Catering Manager

The secret to the tender, flavour infused chicken is a spice infused yogurt marinade!

### Ingredients

#### MARINADE

- ½ cup plain yoghurt, full fat
- 1 tbsp lemon juice
- 1 tsp turmeric powder
- 2 tsp garam masala
- ½ tsp chilli powder or cayenne pepper powder
- 1 tsp ground cumin
- 1 tbsp ginger, freshly grated
- 2 cloves garlic, crushed
- 750 g chicken thigh fillets, cut into bite size pieces

#### Method

1. First, mix your yogurt marinade together.
2. Make Butter Chicken Marinade and marinate chicken for 3 more hours or more and leave it (overnight is best because the longer it marinates, the more tender your chicken will be)
3. Sear chicken in a skillet or pan.
4. Make curry sauce in the same skillet

The secret to the tender, flavour infused chicken is a spice infused yogurt marinade made with fresh ginger, garlic, lemon juice and spices. The spices in Butter Chicken are turmeric, garam masala, chilli powder and cumin.

#### CURRY

- 2 tbsp (30 g) butter,
- 1 cup tomato puree
- 1 cup thickened cream
- 1 tbsp sugar
- 1¼ tsp salt

## '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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