



insider

ISSUE 53

SECOND QUARTER 2023

INSIDE THIS ISSUE...

- Message from the CEO
- Recipe for Success
- Celebrating 30 Years of Service
- Raun Raun with iPi

...and much more

www.iPiGroup.com.pg



Message from the **CEO**

Peter Long
Interim Chief Executive Officer
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Welcome everyone to the 53rd issue of our iPi insider with the 2nd quarter of 2023, the focus for this edition.

In this edition, we have assembled articles from across the Group to keep you informed and engaged. Let's take dive in to what's in store for you:

We commence this issue with a round of events from the Business Development Unit by the BD Director Trent Scott. Next, updates from the Catering side of business by Operations Manager Henry Bayagau.

Moving on, Murray Barracks Catering Manager Kaupe Talia discusses the Australian Chief of Defence visit to Papua New Guinea in her article. Kaupe Talia also highlights the outstanding work the Murray Barracks Catering staff did to commemorate the visit and our ongoing relationship with the good and decent people of the PNG Defence Force.

Next, an insert from the press about the phenomenal Daisey Kepesa and her role in iPi Transport. It is most worthy to note that iPi Transport encourages the recruitment and development of female talent. We believe this will break down barriers and create opportunities for women to thrive in traditionally male dominated roles.

Further, we feature Functions chef Kone in this quarter's staff profile. This is followed by a motivational session led by Dr Chris Kinipi, a charismatic speaker known for his expertise in the medical field. Dr Kinipi delivered a great talk to empower staff to achieve new heights of success in their personal and professional lives.

Next, a story about Julie Sema's inspiring journey is included in celebration of her 30 years of service. Moving on, SP Brewery Site Supervisor Christina Konenava gives us an update on the Accounting for Non-Accountants training she recently completed. iPi remains committed to upskilling its employees, recognizing that continuous learning fosters a culture of innovation, adaptability, and professional development. The recipe for success for this quarter, a well-known Asian stir-fry, is presented after that.

We are thrilled to announce that iPi Transport has recently achieved recertification for ISO standards. This certification is a testament to iPi's commitment to safety, exceptional service delivery and quality management. Discover the significance of this achievement as iPi Transport and Logistics Manager Brian Warrillow writes of the tireless efforts by our Transport team. Finally, everyone's favourite, the raunraun photos.

Talk soon, until then... 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

What started off as our quarterly newsletter in 2010, as an initiative by our former CEO to engage with our shareholders and staff has evolved over the years to now be a key engagement tool with also our clients, partners, and the wider communities that we work with, to share the news on the many activities being conducted around the Group, to now also being a tool to compliment professional development with articles on Leadership, Business Management, and other practical topics fit for purpose in the PNG context.

In this issue you will see that we celebrate some amazing milestones by some of our employees, this prompted me to have a look back at some of our first newsletters, and I encourage you to go back and have a look yourself when you get the time, they are all available on our webpage [www.ipigroup.com.pg/corporate/newsletters/] and you will see the many milestones that the Group has achieved and I am confident will continue to achieve in the years to come.

One thing I did notice straight away was many of the faces that continue to give and show their loyalty day in and day out for the Group, a willingness to go that extra mile and contribute to our continued growth.

Upon reading one of the first newsletter articles, I came across this quote that was mentioned from Henry Ford who once said,

“Coming together is the beginning. Keeping together is progress. Working together is success”.

The Business Development Team continues to this day to be very much dependent on that philosophy and we wish for all members of the iPi Group to recognise and understand the true value you (all) offer us.

We rely on your loyalty, we embrace your professional dedication to task, we seek your involvement and we acknowledge the experience you lend our proud organisation.

Our long and proud history gives us the opportunity to reflect and evaluate, when monitoring our successes, to ensure we remain on track. As we prepare and look forward to the next three to five years, we should ask ourselves, “who we are now, where we want to be and how are we going to get there?”

This was relevant at a recent opportunity where our GM iPi Transport, David McKenzie and I were invited by the good people at Boroko Motors & Kenworth Trucks to attend the Brisbane Track Show. This was the first truck show since 2019 & the pandemic so attendance to the event was the largest the organisers had ever experienced and amazing to see truly how big the Transport industry is and its importance to the economy in terms of its connectivity and supply.

Whilst we saw firsthand the many advancements in Trucking capabilities coming to fruition, such as autonomous yard vehicles and electric trucks and more, we also had the opportunity to personally meet and discuss technical aspects and modification requirements suitable for our trucks that service the Highlands Highway roads with the engineers at Meritor.

We were also presented with the opportunity to meet Mr Bengt-Olof Hammar himself, the man who designed and



started Hammar Sideloaders back in 1974 and grew the company from solely operating in Sweden to now celebrating its 45th anniversary and a truly global product line with customers in more than 115 countries.

It was humbling to hear Mr Hammar talk of his company's growth from humble beginnings and the values he instilled and how they too mirrored our own within the iPi Group to offer clients solutions for all kinds of environments and be adaptable to their specific needs and requirements.

With our own humble origins in Porgera to now being a national supply chain service provider for PNG offering Catering, Transport, Warehousing and Property services, I am confident the seeds that were planted, along with the right watering, support and guidance will continue to bear fruit, build personal connections and create value for our clients, customers, shareholders and the wider communities in which we work.

Lastly, I would like to thank continued positive feedback that we receive for our 'insider' magazine, it's been humbling for the business development team to see just how many people do read it each and every quarter. Please keep your feedback coming in and if there are any topics, or particular areas of The iPi Group you are keen to learn more about or see represented in a future issue, send them through and we will see what we can do to make it happen.

Until next time, stay safe, keep smiling and always do the right thing even when no one is looking.

Trent

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CATERING CORNER

From across the Desk
of the iPi Catering-
Operations Manager



Henry Bayagau
Operations Manager iPi Catering
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Hi everyone, as we embark on a new direction, I look forward to the 2023 year ahead – I do so with conviction and excitement. There has been a lot of challenges and obstacles we as a Group have achieved just shy off coming out of the Covid pandemic. 2023 has literally hit the ground running hard and has captured the true spirit of the iPi Group with a raft of new ideas and innovative approaches to steer the business forward.

Our employees are valuable assets and we have refocused to upskilling staff. We know that in order to succeed in today's competitive talent landscape, organizations must provide positive, differentiated, and sustainable workforce experiences. However, there is more to workforce experiences than material perks, flexible schedules and innovative tools and technologies (indeed these are important). Organizations must consider delivering personal and professional growth, meaningful work, individual and organizational goals, and mission, and genuine interpersonal connection to accomplish positive results.

I applaud Ken Smith and Russell Goddard for all they continue to achieve whilst at the helm of iPi Catering in Porgera. I further commend Elu, Peter Onde, Jeffery Jammy, Api, Nancy for their continuous support in keeping the operations running and the staff at Alipis, Mt Lodge, Suyan, Paiam Warehouse and National Meal Kitchen in maintaining our brand in Porgera, thank you for all you continue to do despite the adversities in the area But hey! One would say.... If you can survive Porgera... you can survive anywhere in PNG.

At the PNGDF – Rodney & Callum, thank you for the professional support and personal encouragement – more the trust and faith that we can continue with the fine achievements of iPi Catering in country and further, build upon the same in a forthright and positive way. It is my intention to elevate and promote the brilliant work and service delivery iPi Catering is renowned for towards the PNGDF despite all the challenges that come with the Project.

Thumbs up to the Lae Warehouse team for your tireless efforts in ensuring stock is sent up to Porgera in a timely manner, and also the oversight and support you have provided to SPB Lae during the kitchen renovation. Despite all the hiccups, you managed to get by. Keep up the good work!

SP Brewery Pom, day in day, continue to please the clients with the monthly special themed meals, which continue to result great feedback from the client. Thank you for all the extra efforts you guys are putting in for each meal.

We remain grateful for our wide-reaching supplier base; the very businesses which support our on-going Project work and an essential component of iPi Catering's success. It is these long term and highly successful partnerships, through thick and thin, which maintain our ability to function effectively and efficiently across Papua New Guinea.

To all in the iPi Group, our Catering business entity is strong, it is fluid, it is apt to measured change and it remains an essential component of the Group. We will not let things stay stagnant and we aim to expand our Project base but I'll not let any business growth negatively affect our existing Client satisfaction levels. Our current Clients rely heavily on our daily delivery of a sharp foodservice and a responsive, positive Contracting partnership. These will be forever maintained and managed. Proudly, we stand to serve.

Be proud of what we have achieved and focus on what can be done. Uphold our core values and please continue to be 100% involved. Our quality standards must be maintained, our service records are there to be continually elevated to new heights and importantly, our polished safety practices remain foremost in all we do. Thank you for embracing our on-going measures for increased gender balance across our business and thank you most sincerely for the support and encouragement you have offered me. I trust I can deliver to you, each and all, every expectation you have of me. Stay safe!

Henry

Australian CDF visit to IRPIR

Kaupe Taliai

Murray Barracks Catering Manager
iPi Catering

The relationship between the Australian Defence Force (ADF) and the Papua New Guinea Defence Force is an enduring and significant one, built on the foundation of mutual trust, cooperation and shared experiences.

Australia and Papua New Guinea (PNG) have a special relationship due to their geographical locations and shared history.

Australia has been providing significant support to the PNGDF since PNG gained Independence in 1975- in terms of training, equipment, and infrastructure to help build the capability and capacity of the PNGDF.

Recently, a newly refurbished accommodation block with a capacity to cater up to 100 PNGDF personnel was opened on March 17.

The building at Taurama Barracks was renovated as part of the long-term PNG-Australian Defence Cooperation Program, which is a significant continuance of Australia and PNG's friendship.

It was formally opened by the heads of the Papua New Guinean and Australian armed forces, Major General Mark Goina, DMS, CBE, and General Angus Campbell, AO, DSC.

As a Catering and service provider to the PNGDF, we value and support the partnership between the PNG Defence Force and the Australian Defence Forces and in celebration of this momentous occasion, our Catering team at Murray Barracks in Port Moresby prepared an amazing lunch buffet.

I am pleased to share that Chief of Defence General Campbell complimented our flavoursome food presentation and wonderful service.

General Campbell is the highest-ranking and most senior military officer in the Australian Defence Force (ADF), his kind words were appreciated and shared by all staff members.

Members of the PNG Defence and the Australian Defence Force expressed similar sentiments. The atmosphere in the mess was warm and cheery as everyone indulged the different selection of food.





EXECUTIVE STYLE LIVING WITH VIEWS TO MATCH



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- Onsite manager
- 24/7 Security and back up power
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The iPi Group

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In the PRESS

Promoting women in Heavy Vehicle Driving

Daisey Kepesa who hails from Southern Highlands and East New Britain working with iPi Transport as the first woman operating with the heavy vehicle driving (HVD).

In an interview with Post Courier, MS Kepesa said it took her six months to go under training in order to operate the heavy vehicles.

"I saw the iPi female drivers training notice was posted on LinkedIn in August last year with the requirement of a female with a class 3 or 1 drivers' licence and I decided to go give it a try and apply. Fortunately, I got accepted."

"I undergo a six months training with the iPi Training Department and I successfully completed my training," she said.

After completing her training, Ms Kepesa was confirmed as the first woman to operate the company's heavy vehicles.

"I am the first woman to drive a Kenworth fuel tanker which contains 40,000 to 44,000 litres of fuel inducted at Puma NOC and Mobil to the company yard then it is later on transported out by male drivers.

"I am happy to do this job, especially in a male dominated area because it is a challenge for me to work among 37 male drivers of iPi," she said.

Ms Kepesa said, working along in a male dominated area is hard but she seemed to manage through.

"Being surrounded and working among all male is hard for me but as soon as times passes and I try to fit myself into their shoes, it turned out normal.

"To me it's not hard anymore. Any women can handle this job too. I can do it, any women can do it too," she added.

Ms Kepesa encourages all women folks out here that women can do it, it is not hard, you just have to try and see.

Insert: Post Courier 16th May, 2023.



Women can do and work like men in a male dominated area," said Josie Kong the credit controller at iPi Transport company during the 2023 Lae Flowers shows.

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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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'insider'
Staff Profile
Kone Kone



1. **What is your role?**

Function Chef

2. **What does your role entail?**

A big responsibility that calls more into being accounted for providing quality service to satisfied clients (PNGDF) it involves good planning in every aspect of the preparation time in way of selecting and creating different styles of cuisine.

3. **Where are you from?**

Central Province- (Mixed parentage of Tauruba and Pari)

4. **How long have you worked with iPi Catering?**

One year, ten months

5. **What do you do when you are not working?**

Watching Rugby (NRL) and Australian Master Chef Series

6. **What's your favourite movie?**

Burnt by (Bradley Cooper)

7. **What's your favourite meal to cook or eat?**

Grilled and Roast Stuffed Chicken

8. **If you could switch lives with anyone for a day, who would it be?**

Chef Supervisor – Joe Udia

9. **What advice would you give to aspiring chefs?**

Be open minded and keep on learning, have passion for the job you do and be consistent in your performances.

Motivational Talk for Staff

By **Angela Peng** Communications Officer

In a recent motivational presentation at the iPi head office in Port Moresby, staff were urged to conquer their fears and make sound decisions to reach their full potential.

Dr Chris Kinipi, a medical practitioner at the University of Papua New Guinea clinic with 20 years of clinical experience in primary healthcare and counselling in PNG, spoke to more than 20 staff members.

He delivered two sessions in April about overcoming fear and decision making.

During the presentations, he shared his personal experience and highlighted how fear and poor decision making can hold people back from achieving their goals.

"You have the power in your hands to make a choice and be authentic," said Dr Kinipi.

He emphasized that mistakes are an inevitable part of learning and encouraged staff to embrace their fears and take action to make progress.

The iPi Group HR manager Julie Sema thanked the doctor for delivering such an impactful presentation.

She said: "The presentation will inspire and motivate staff to take risks and achieve success in all aspects of their lives."

This program has helped those who attended to be guided by a positive mind and driven by self-motivation.

More than 20 staff attended this program.

Organisational ALIGNMENT

By Graham Haines

Republished from the International Institute of Directors and Managers (IIDM) – www.iidm.com

Achieving Execution To Die For

There is no one factor that stands above all others when it comes to great execution. However, given that, for any organisation, there are a limited number of business strategies available, the ability to execute – and to execute better than your direct competitors – is fundamental to remaining in business and achieving a competitive advantage.

Organisational Alignment is identifying the complete operational process from planning and execution to monitoring, measuring and modifying, the execution of each step in the process is dependent on those that precede it. The axiom that a chain is only as strong as its weakest link is particularly appropriate. Nevertheless, there is one factor that has more impact on the quality of execution than any other.

It's Organisational Alignment or OA.

And yet, despite its significance, in comparison with the airplay given to other factors such as Change Management, Leadership, Teams and Teamwork and Employee Engagement – to name a sample – OA seems to fly below the radar. It lacks the appeal of the aforementioned and is less easily packaged by academics, trainers and consultants alike. It can be likened to the hidden foundations of the towers of a suspension bridge or to an operating system that allows us to run the latest applications software.

Most observers tend to associate OA with the alignment of people within an organisation but it is more broadly based than that. It has three components:

- > The alignment of business strategy
- > The alignment of the organisational structure
- > The alignment of staff

Great execution requires the alignment of all three, beginning with the alignment of the business strategy.

The alignment of the business strategy

Alignment with what you might ask? Put succinctly it's the alignment of the markets' needs – both now and in the foreseeable future – with the capabilities and resources of the organisation. Business strategies should have an external perspective. They are made up of five components – in the following order:

The markets the organisation currently serves – are they stable or are they changing? If the latter, do you have any control over the direction of the changes or do you need to adapt to them?

The products / services supplied to meet the needs of the markets

The activities the organisation undertakes to provide those products / services to the markets. If you are a manufacturer, for example, do you manufacture in-house or use a component supplier?

Competitive strategy – what broad strategy are you going to follow? Are you going to offer a Total Solution, Best Product or Best Total Cost

Competitive advantage – what makes your organisation 'different and better' from your customers' perspective?

When you have completed the above analysis, the next step is to assess its impact on each and every function within your organisation. Does your organisation have the capabilities to execute the strategy? Does it have the resources? If the answer is "no", you need to change the strategy. But if the answer is "yes", the second component of OA comes into play.

The alignment of the organisational structure

Traditional organisational structures owe far more to organic growth than they do to the need to execute a market-focussed business strategy. The structure is based on function – sales, customer service, distribution, operations, procurement etc. – with each function having its own manager. The functional managers make up the executive team. However, when it comes to implementing a market focussed business strategy, this type of structure has three major weaknesses:

It results in a stratified management structure where those functions in the lower strata – for example, procurement – have no direct or indirect contact with the external customer

Functional managers are focussed on optimising the performance of their own departments rather than the performance of the organisation as a whole

Rather than a collective approach to implementing the business strategy it leads to a disjointed one – “that’s your problem, not mine”.

Every function within an organisation contributes to customer satisfaction. Product or service quality, delivery-on-time, pricing, customer service, technical service, can-do attitude, the business relationship etc. Everyone has a part to play. Satisfying the customer is a collective task that crosses functional boundaries. It makes sense, therefore, to structure the organisation with an external perspective with cross-functional teams looking after particular customer groups or market segments. It might not look as neat and symmetrical as the traditional organisation chart but the adoption of an organisational structure best suited to the execution of the business plan is a key factor in Organisational Alignment.

The alignment of staff

There are three imperatives in the alignment of staff behind the implementation of the business strategy:

- > Everyone understands where the organisation is now
- > Everyone understands the destination and the journey
- > Everyone understands their role in getting there

Fundamental to alignment – and to the management of change – is that there should be agreement on the current reality. Firstly, the current reality is an understanding of the environment in which the organisation operates now, how that environment is anticipated to change and the potential impact of those changes on the organisation’s markets, products / services and activities. Secondly, the current reality is an appreciation of the organisation’s current performance. It is very difficult to get everyone behind a strategy if people have differing opinions on the need for it in the first place.

The destination is the goal and the journey is the competitive strategy.

The former should involve everyone in its attainment and be understandable to the most junior staff member. If you look after the customer, the profits will look after themselves so a measure of customer satisfaction makes a great overall objective. The goal should also be SMART and it should be regularly measured and communicated to all staff.

That brings us to the third consideration – everyone understands their role in getting there. Goals spawn strategies and each strategy spawns a number of subsidiary objectives, the achievement of which leads to further strategies and so on. Each function will have its own objectives and strategies but the key point to make is that every strategy and objective can trace its lineage back to the corporate goal.

The aligned organisation

When your organisation is aligned in the manner depicted above, the foundations for great execution have been built. Consider the impact of OA on the five key execution factors:

- > Alignment of staff
- > Management of change
- > Leadership
- > Teams and teamwork
- > Employee engagement

The first – alignment of staff – has already been addressed but what of the others? Change is a constant these days and it has been estimated that 70% of your staff would prefer a continuation of the status quo but will accept change – given a convincing reason to do so. Aligning your staff will provide the rationale for change and hence the implementation of the changes will be that much easier and effective.

When it comes to leadership, it’s important that staff at all levels take responsibility for their part in achieving the goal. And for any staff member to feel comfortable and committed enough to do that requires a high degree of alignment with each of the three components of OA.

If groups of people are to function effectively as teams and develop teamwork there are a small but vital number of prerequisites. The potential team must have a defined purpose and a goal. What’s more, the team’s purpose and goal must relate to the purpose and goal of the organisation as a whole. No amount of training and exhortation will compensate if these fundamentals are lacking.

The last factor is employee engagement – the employee’s emotional attachment to the organisation that results in greater discretionary effort. This is the most dependent of the execution factors and results from the development of all three aspects of OA.

Achieving and maintaining great execution is very challenging in today’s work environment. The underlying problem is change – both its severity and frequency. When change results in a drop in organisational performance, it is all too easy to treat the symptoms rather than the causes.

“We need to update our Mission and Vision statements.”

“Our teamwork needs improving.”

“What we need is a work well-being program to help our employees deal with stress.”

Whereas what is really needed is a realignment of the three components of OA beginning with a review of the business strategy.

Celebrating

30 years

of Service

Reaching 30 years is no small feat especially in today's fast paced and evolving job market where loyalty among employees is rare. Not only is it a valuable quality, it is also a milestone that symbolises one's dedication and commitment.

Julie Sema has earned a respectable reputation for her loyalty to the iPi Group. At the vivacious age of 55, she has clocked in 30 years with the Group. Throughout her tenure, she has displayed a level of resilience and commitment that is truly remarkable. Her unwavering loyalty to the organization and journey to success is evident through her work ethic and values she holds dear.

Julie hails from Suau in Milne Bay Province. Her devotion to family and self-discipline has helped her navigate through difficult situations in her personal life, and has given her the tools to flourish in her career.

Growing up in a large tight-knit family of seven, in Port Moresby, she was instilled with a strong sense of responsibility and family values at a very young age.

"I was the only girl among six brothers and so I had to help my parents with all the house-keeping," Julie says with a calm smile.

Completing elementary school was never part of her plan as her primary goal was to graduate from school as soon as she could to support her family. Her persistence throughout her academic and professional journey serves

as evidence for Sir Arthur Clarke's statement: 'The only way of discovering the limits of the possible is to venture a little way past them into the impossible.'

"It was my teacher's choice that I take up Accounting studies at Lae Unitech. Those teachers and the Pastor all influenced my parents to allow me to pursue my studies.

"My dad then supported and encouraged me to continue my studies," says Julie.

When she was a student at the Sogeri National Highschool, she worked at the school museum on the weekends and gave back to the Cheshire DisAbility Homes once a week.

"Working at Cheshire has helped me to understand people with special needs."



"The first impression is the lasting impression. It is important to make a positive impression from the start, as it can have an impact on how others perceive you and your actions in the future."

After high school, Julie carried on to earn a diploma in Accounting from the University of Technology in Lae then degree offshore. She landed her first job with the National Provident Fund (NPF) straight after college in 1990. Eight years later she got transferred to CrocJV. She started as an entry level Senior Accountant and worked her way up.

Julie's loyalty is also apparent in her willingness to take additional responsibilities. She is always willing to lend a helping hand and go above and beyond her job duties.

"When the office was up in Porgera, I trained locals on the basics of filing, computer skills, Sybiz system and accounting functions.

"It was empowering for me because it was something new to them," Julie says.

She mentions the team building program at Mt. Hagen in 2008 as one of her favourite memories from her time at iPi.

"The entire Accounting office staff went to Mt Hagen for a team building program to encourage and strengthen the team in preparation for the upcoming PNG LNG projects.

"After team bonding activities we spent the whole Saturday learning how to play bowling which turned out to be so much fun."

"Looking back, we had a very small team up in Porgera and now we are here with these number of staff.

"We have embraced the change over the years."

From Finance to Supply Chain and Human Resources, she exceptionally wore many hats throughout her time with iPi and played an instrumental role to the significant growth of the organisation.

"I am very passionate about human resource," she eagerly adds.

Julie says she remains committed to the organisation because it is nationally owned.

"It is rewarding to stay on with the company and see the fruit of what I have invested in."

Her three decades of service has taught her to analyse, think strategically and be optimistic. She encourages everyone to approach their work with enthusiasm and a positive outlook as this will help them to be assets within the company.

This is the advice of iPi Group Human Resource manager Julie Sema to those who just started their journey with iPi.

Enhancing Accounting skills through training program

Christina Konenava iPi Catering SPB Site Supervisor

I appreciate the iPi management's confidence in me and for making this opportunity possible for me.



Having a basic understanding of accounting is essential in today's competitive corporate environment. Non-accounting professionals and management personnel must be able comprehend and have the necessary skills to assess and analyse accounting and financial data.

I am pleased to inform you all that my colleague, Oape Rei, and I have successfully completed the Accounting for Non-Accountants training, offered by Certified Practising Accountants PNG.

The course was presented over the course of two days, facilitated by Mr. Panditha Bandara the Head of Accounting Division of UPNG. The first session was completed in March 3rd and the second session was on April 3rd. The course was challenging but it was worth it.

Accounting for Non-Accountants is designed to provide individuals with and an overview of basic accounting concepts and principles. The course comprises of two modules which the covered the following:

- > Understanding accounting in business
- > Understanding financial reporting
- > Understanding double entry accounting
- > Understanding accounting process
- > Cash journals Bank reconciliation statement
- > Designing and maintaining a petty cash system
- > Preparation of trial balance

The course has given us a new perspective into the business and broadened our skills and knowledge.

As a site supervisor, I am responsible for managing inventory, ordering supplies, and tracking expenses. The training has enabled me to comprehend accounting concepts, enter data accurately, analyse data and communicate effectively.

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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!



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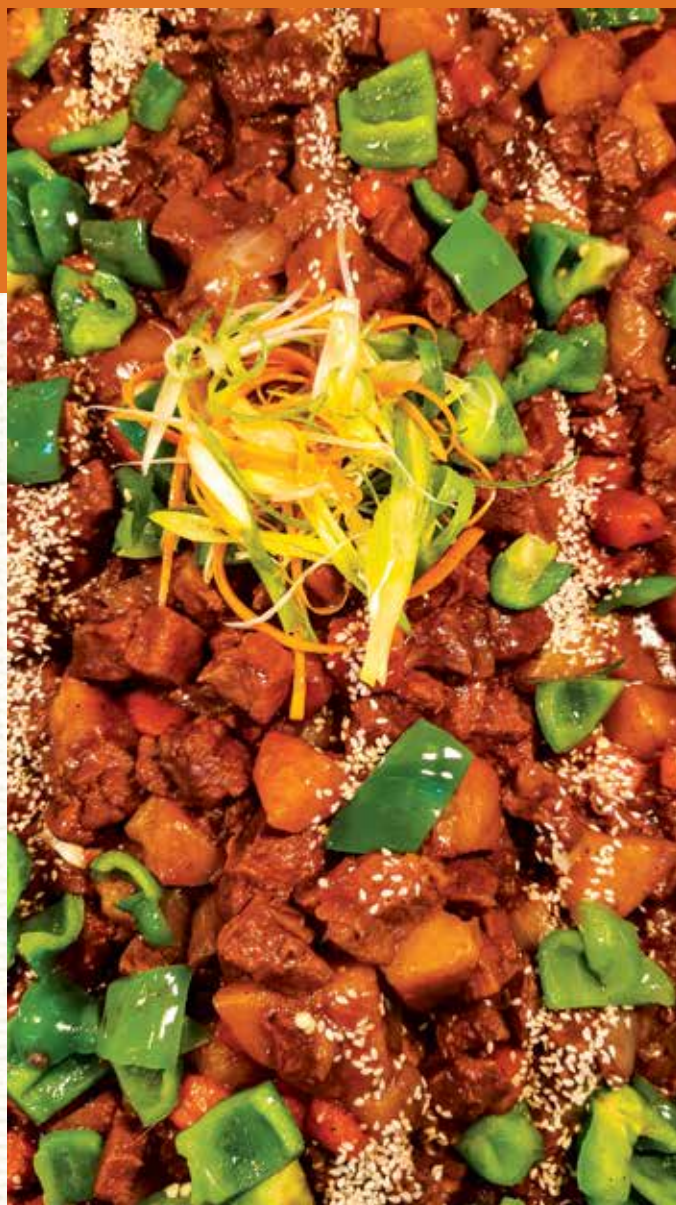
iPi Catering
SPB Team
Port Moresby

Mongolian beef is a popular dish that was developed in Taiwan. Beef is marinated with a savory mixture of soy sauce and brown sugar before being stir fried with garlic, ginger and scallions. The resulting dish is tender and flavourful, with a perfect balance of sweet, and savory flavours. The beef is typically served over a bed of steamed rice or noodles, making it a filling and satisfying meal for any occasion

Here's a recipe for Mongolian Beef for 10 servings.

Ingredients:

- 1 ½ kilo flank steak, diced chunks
- 1 cup corn starch
- ½ cup vegetable oil
- 1 tablespoon minced garlic
- 1 tablespoon minced ginger
- 1 cup soy sauce
- ½ cup brown sugar
- 1 cup water
- ½ cup green pepper
- Sesame seeds, carrot and green onions sliced for garnish



Instructions:

1. In a large bowl, toss the diced flank steaks with corn starch until fully coated.
2. Heat the vegetable oil in a large skillet over medium-high heat. Add the steak in batches and cook until browned and crispy. Remove from skillet and set aside.
3. In the same skillet, add garlic and ginger and cook until fragrant. Add soy sauce, brown sugar, and water, stirring until the sugar has dissolved.
4. Bring the sauce to a boil, then reduce the heat to low. Add the cooked steak back into the skillet and toss to coat with the sauce. Cook for an additional 2 minutes until the sauce has thickened.
5. Blanch the green peppers in water in a separate skillet for 3 minutes then combine it with the stir-fry.

Serve hot with preferred side dish and garnish with sesame seeds, and thinly sliced carrots and green onions.

iPi Transport ISO Re-Certification Campaign for QA- Certification 9001-2015

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iPi was recommended to be re-certified for their Quality Assurance certification 9001-2015 previously awarded to iPi Transport on October 23, 2006.

As part of iPi Transport's ongoing pursuit for continuous improvement, on Sunday, 5th March this year, after a week of concentrated zoom surveillance interviews (and months of background lead up audit work and preparation with the now entranced Puma audit) from Gold Coast based Compliance Australia Certification Services, independent lead auditor Gavin Stowers, iPi was recommended to be re-certified for their Quality Assurance certification 9001-2015 previously awarded to iPi Transport on October 23, 2006. Although the OHSEQA team were the in-house custodians of this activity, it was through a concerted effort from all internal stakeholders within iPi Transport piece from HR, AP/AR, finance, workshop, to operations and outer depot, that such an effort was possible. Such was the level of the required holistic approach to this important exercise.

As the governing world body, the International Standards Organisation (ISO) is singularly responsible for the production, management and maintenance of the globally recognised ISO 9001:2015 Quality Management System and similar set ISO systems. Over one million organizations worldwide are independently certified, making ISO 9001 one of the most widely used management tools in the world today.

As part of an overarching strategic vision for the road transport piece, a view of the future is held where iPi Transport holds not only certification for Quality (ISO 9001), but Safety (ISO 45001) and Environment (ISO 14001) as well, a first for iPi Group but quite possibly a first among hauliers as well. A mainstream criticism is that, "you can't fool proof the whole Highway, an historically high-risk operating environment, so what's the point of going through all this if we continue to have road transport incidences...?" This is a gross misconception.

Firstly, if we don't raise our standards and practices, how much worse are we knowingly allowing what is already a dangerous position, to get worse? Practically, the strategic intent has never to fool proof the whole National Highway, as this is a national highway and as such it's maintenance, and management are very much a function of the Nation

Government of the day, this responsibility immutably extends to its, technical and physical parameters of, approved length and breath, approved materials for its composition and construction, appropriate governing legislation for its operation by the general public and business alike, and of course it weight rating, to be able to legally carry loads within certain weight restrictions or classifications.

Secondly and quite rightly, it should be not in the core business of any haulier, to undertake this task. Duplication of any government function, by any private business is a road of good intent, paved all the way inevitably to Hell. Render unto Caesar that which is Caesars...

Thirdly, and most importantly, we are here to sharpen its own performance, through the careful implementation of global industry standards and safe work systems and proactive policies that give due consideration to a cultural context as well. We acknowledge that we operate in a high-risk environment, by the tactile implementation of these very systems, we strive to generate positive outcomes, by the careful management of our business's risks. If we are able to prevent at least one truck and trailer a year and the life of a driver, the cost saved is a significant return back to the business, here the opportunity cost is clearly underpinned by the positive return to the business. This is a good indication that we are proactively managing our business risks as best we can, and having an external pair of skilled eyes come and review our operations is a mature activity that ensures transparency and good governance through our transport piece.

A further positive gauge, of the road transport business maturity, has been management's support of this worthwhile activity. Without buy-in from the upper echelons, this crucial pursuit, (which in some circles is inaccurately viewed as "discretionary spending") will not be possible. The activity thus far in actual fact is nothing less than a strategic alignment by management of its principal core business goals towards a level of more manageable risk to the business.



'Raun Raun' with iPi



Going forward, private enterprise in this sector must, in the absence of any renewed, updated legislation and or Government will or appetite to adopt positive change, constantly shift to adopt and garner any favourable position it's diversity in operational outlook, invariably yields. The ethics of holding one's enterprises to a higher-level strategy play, is a tactic much touted by the Pundits of the long-term gambit. Anything of value and worth takes time and effort to develop and mature properly. Business conducted in this particular environment, must invariably equal or supersede existing previously mentioned weakened positions, if they are to survive. The viewpoint that, good OHSEQA is in fact good business, should be perspicacious one. If it is though, the hallmark of that business is to repeat the tired, aged and repetitive, risk-adverse narrative of "it's how we've always done it", then the suboptimal outcomes of these endeavours (or lack thereof) are all but assured, as we reap what we sow.



A subsequent close out audit is planned for late October early November this year, in which the auditor will be present on ground here in Lae to verify his findings thus far. It is further planned that this occasion will be used to roll out the foundation for an attempt to apply for the current safety standard 45001-2018 by way of a gap analysis, these initial activities to set the precursor for an eventual attempt for ISO environmental 14001-2018 standard. iPi would then have the holy trinity, a first for iPi, and potential first among Hauliers in PNG.



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- 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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