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We intend to build and strengthen the Anitua group on behalf of all Lihirians

Changing the name is only the beginning

Welcome everyone to our second group newsletter. By the time this goes to print Lakaka and most of its subsidiaries will be known as part of the Anitua group. In line with the group restructure it was timely to also rationalise the structures of the subsidiaries and take a number of them out of the silo business mentality.

Changing the name is only the beginning. The Anitua brand has to stand for something and that is what the corporate group is all about. We intend to build and strengthen the Anitua group on behalf of all Lihirians. When the day comes that the Lihir Gold mine can't be relied upon to finance the infrastructure and economy which Lihir currently enjoys, Anitua needs to have built enough business (that does not rely on the mine) to sustain the Lihir economy well into the future.



This is a mammoth task and it's terribly disappointing that after 11 years of mining that we have no real sustainable businesses on Lihir other than NCS. Even NCS still relies heavily on Lihir. I constantly tell people that the time is NOW to properly structure ourselves and unite and work together to position a group like Anitua to identify and undertake projects that will have long term sustainable benefits for all Lihirians.

A number of groups and individuals on the island need to put aside jealousies, greed and self interest and understand that Anitua's charter is for the long term sustainable benefit of all Lihirians and

HR department at Anitua Mining Services:

What has already been achieved:

- Employees are now reporting direct to their immediate supervisors and superintendents for consultation.
- The recruiting of employees is now being done solely through the HR office and workplace agreements are being signed.
- Training program is being revived. The first group that is to be reviewed is the mechanical apprentices and interviews were carried out in October.
- Personal files are being updated with information such as dependents, beneficiaries, next of kin, qualifications and training.

These are just a few of the initiatives being undertaken throughout the HR department.

Herman Tzchtandal
Industrial Relations Manager
Anitua Corporate Services



Changing the name (cont'd)

not just a single clan or group. These groups and individuals slow, stop or erode the progress of Anitua's charter in an environment that has a finite life and will all too soon be gone.

We need to think big. I'm reminded of an article I read recently about trucking magnate Lindsay Fox who started with one truck at aged 16 and now has a turnover that is in excess of \$2.5 billion (AUS) per year and growing! Why couldn't that be a Lihirian company?

The Lihir Gold mine is the Lihirian ticket to a better standard of living for all Lihirians. The Anitua group is being restructured to be owned fairly by all Lihirians. Let's work together to ensure the vision becomes a reality.

Anitua, the new corporate name and logo is well overdue also. We spent a lot of time and effort developing this name and logo. We know that in Lihirian it signifies strength and to be unstoppable and that's exactly what we need to be if we are going to reach the vision of sustainability before mine closure.

Anitua is finalising its structure, systems and strategy (The 3 S's). Right now we are concentrating on delivering systems that are required in each business. Along the way we are developing strategies and structure to set the foundations for the future of Anitua. So let me give you an update as to what has happened since the last newsletter.

Personnel

The corporate team consists of myself, Anthony Neck (Group Financial Controller), Melanie Sisson (HR), Herman Tzchtandal (Industrial relations), Gabriel Mavai (IT), Liz Keane (Media, Business Improvement and more) and Celine Bitu (PA and corporate assistant)

The corporate group has established its mission and vision, which is outlined in a separate article.

Anitua Ownership Restructure

A proposal to purchase all the individual shareholding in Anitua has been presented to MRL for its consideration. If approved we would hope to be in a position to start this process before the end of the year.

Agricultural Project

This was hampered by gor gors and other disputes that have mostly been resolved now. Power connection has been another issue that still requires agreement. With power delays and other minor setbacks the NCS farms manager believes it will most likely be late January or February before our breeding stock arrives. This would mean that the first pork would be available around December 2009.

Lakenbut Village

Final drawings are complete, fencing material has arrived and we are awaiting funding in order to begin. The final bill of materials needs to be costed so that we can understand the total project cost. This will then need to be worked up into a lease rate for the accommodation that we hope the intended clients will find acceptable. Once that is done we can put forward a financing proposal to start building the project.

Lakaka Civil & Construction (LCC) / Anitua Mining Services

Since the appointment of Jeff Archer and Cameron Smart and the departure of the previous manager, LCC has had a dramatic turnaround. They are putting in place systems and procedures that were sadly lacking. LCC unfortunately had been poorly run for a number of years. This is rapidly being turned around and we are now on track for some exciting growth. (Global economy pending!)

Lakaka Supermarket / Anitua Supermarket

This was another business that was poorly managed. The previous manager of this business has also departed and a new manager appointed. You will notice some immediate improvements with regards to service and stock management. There are many more changes to be implemented to improve the supermarket and you will see these take shape in the coming months.

Lakaka Hardware / Anitua Hardware

A very experienced retail operations manager has been appointed to assist the managers of both the supermarket and the hardware businesses. The biggest complaint we have at the hardware store is that there is never enough stock available. We are addressing this issue and indeed have some exciting plans to turn the Hardware store into something all Lihirians can be proud of.

Staff satisfaction survey

A staff satisfaction survey was carried out earlier in the year and results for each of Anitua's entities have been compiled and analysed to see what the employees of each of our companies really think of their roles and conditions.

Some interesting results were reported and the number of staff who took part was encouraging. Each Anitua company manager is now using the results of the surveys to implement initiatives to improve working conditions for their employees.

The Anitua corporate team are also working on projects which were highlighted in the results, to assist each of our businesses to tackle some of the larger issues. Anitua recognise that their people are their greatest resource and are committed to ensuring employees are provided safe, fair, productive and supportive working environment and conditions.

A follow up survey will be conducted in 2009 to gauge the improvement in employee satisfaction.

Staff feedback drives continuous improvement across the group

Changing the name (cont'd)

NCS

The largest company in our group has many challenges ahead as we head into an era of uncertainty in the resource sector. Whilst NCS also has many opportunities for growth in its sights the current world economy dictates that we tread cautiously. NCS has a couple of fantastic projects on the drawing board and pending final feasibility will take NCS to a new level.

Lihir Autos

This is a business that currently does not maximise its opportunities and its something we hope to address shortly with our manager and partner, Ela Motors.

Lihir Business Services (LBS)

This is another business that is just starting that will assist smaller businesses and entrepreneurs on Lihir. LBS will undertake a myriad of business assistance projects on behalf of Lihirians. They will assist with business plans, obtaining finance for new and existing business proposals, management and entrepreneurship of existing and new business, advice and many community projects. This is an exciting new entity that will be a great boost to business on Lihir and it's something that is long overdue.

Niolam Security Limited (NSL) / Anitua Security Services

NSL needs an injection of management. Presently there is a great bunch of employees within the company and they need greater leadership and direction if we are to see NSL grow. The security business has low barriers to entry and we need to up skill our employees and introduce new technology and systems in order to provide a unique service with differential between us and our competitors. We also need to look after our employees more than we currently are and these issues are being addressed.

SAL & Zenex

These are two businesses that the Anitua corporate team has little to do with. Up until very recently, and only with Zenex, we have had no representation at board level. Both companies want very little to do with us which is unfortunate and something we need to work at. We are trying to change that mindset as we all need to be rowing in the same direction and working towards our vision. Right now these companies along with Lihir Autos are not in sync with the landowners long term vision of building sustainable value for the shareholders (Lihirians) before the mine closes.

Anitua is rapidly positioning itself where it needs to be in order to live up to its mission and deliver the vision for the landowners of Lihir.

Colin Vale

Executive Director

Anitua Group of Companies



Town planning update

Progress is continuing with the planning and development of the Londolovit Town Site. For some months now City Plan Urban Design and PTI Architecture have been consulting with the wider Lihirian community to develop plans for the future development of the town and we should soon see some results on the ground.

Details are now being finalised for stage 1 of an early works program that include improvements in lower town site drainage, landscaping, footpaths and the much anticipated sealing of the road.

There is also a new member on the planning team, Duncan Thompson, who has been employed as town planning project co-ordinator. He is based on the island and is the first point of contact for planning and development on the town site.

Duncan has hit the ground running and is optimistic about the future of the town.

"The main challenge is to change the mind set. We are working toward building a permanent and sustainable economic hub for the Lihirian community and not simply an extension of a mining camp", he said.

"Since arriving I have been impressed with the spirit of co-operation amongst all stakeholders and I am looking forward to working with the community in the future."

At the moment Duncan can be found in the LMALA Office until a permanent planning office is established. Duncan can be contacted by email on duncan.thompson@lgcsi.com.



HR initiatives

Many new HR initiatives will be rolled out within the coming months.

Specifically we will be focusing on ensuring all employees of all business units be on new employment contracts, implementing a formal induction process for new and existing Lakaka employees, updating employee records and files and circulating the policies and procedures that will guide and govern the behavior expected of all Anitua personnel.

This is a huge undertaking but we see these activities as being critical to the development and satisfaction of our workforce.

One exciting initiative is the development of a company wide intranet site which will be launched in the near future and will go a long way in building a sense of identity and provide an important communication tool for our people.

Melanie Sisson
Anitua HR Manager

ANITUA – a new name, a new beginning

The newly re-structured group of companies wanted to build a strong brand identity across the group – a brand synonymous with sustainability, quality, success and growth. It was an opportune time to relaunch the group’s name and branding, to one that represents unity, strength, a new beginning, team, common direction and common goals.

“We aim to create synergy in strengthening our brand and our group of companies. We will no longer operate as business silos” said Business Improvement Manager, Liz Keane

Why change the name?

With all the companies now reporting to Anitua Corporate Services (formerly Lakaka Ltd), it was a good time to find a name that was representative of all the companies, a name that can take the group forward, not just on Lihir, but a name that can represent the company on a worldwide stage.

What does Anitua mean?

Anitua is a tok place name – it means Strength, Unstoppable or Growing Stronger

What does the logo represent?

The logo is a combination of:

- A Circle – meaning: solid, strength, stability, trust, continuous cycle of growth and return
- A Spiral - meaning: loyalty, endurance, hardiness, perseverance, resourcefulness, new growth
- Organic/plant like imagery - meaning: germination, growth, cultivation, flexible and adaptable

I work for an Anitua business, what does the name change mean to me?

It means that the company you work for will be changing it’s business/trading name. You remain an employee of that business and the name change does not affect your job or your benefits

When will the name change happen?

The official name change will be on November 21st. However you will see things start to change over, both before and after this date.

What will be the new names of the Lakaka businesses?

Current Name	New Name
• Lakaka Civil & Construction	Anitua Mining Services
• Ataniom Supermarket	Anitua Supermarket
• Lakaka Hardware	Anitua Hardware
• Lakaka	Anitua Corporate Services (Anitua)
• Niolam Security	Anitua Security Services
• Lihir Properties	Anitua Properties
• Lihir Transport	Anitua Transport Services
• Lihir Investments	Remains as Lihir Investments – with new logo

Lihir Auto, NCS & NCS Construction will remain as they are for the time being.

Mission and values

The Anitua corporate team recently participated in a two day workshop to create the team’s vision, mission and values.

“A vision, mission and value statement is the foundation for our team to move forward. They set the basis by which we can develop coherent business objectives, goals and strategies.” said Business Improvement Manager, Liz Keane.

The workshop, facilitated by SeeChange Consulting also enabled the team to enhance their relationships with other team members, by gaining a greater understanding of one another in their roles and as individuals. This type of teambuilding will assist the team to work together more effectively in future to increase productivity. The team then presented their results to the managers of all the subsidiaries, to elicit their input.

The final results are:

Vison:

The Anitua Corporate team is respected as the driving force for change, working with the Anitua group to create economic growth and sustainable value for the shareholders and the community.

Mission:

The Anitua Corporate Team is committed to:

- Providing strong leadership
- Delivering superior support services
- Achieving operational excellence
- Ensuring a safe working environment
- Inspiring innovative thinking
- Creating learning environments
- Facilitating knowledge transfer and resource sharing throughout the Anitua Group.

Values:

- Whilst the group has discussed a number of corporate values, we still have more to do on these before they become public.



NCS shopping bags



NCS have just rolled out environmental friendly blue shopping bags which NCS hopes will have a big impact on reducing the current environmental damage being caused on the island due to the improper disposal of the plastic shopping bags.

NCS hopes everyone will try to reduce the amount of plastic being disposed of around the island by utilising these re-usable shopping bags.

Group safety committee

A Group Safety Committee, comprising of safety representatives from each business unit has been formed and the first meeting was held in September. It was great to see all the Business Units support this committee and enable their safety representatives to attend. Safety procedures, policies, guidelines and forms were discussed and distributed at this meeting.

The safety representatives all have differing levels of experience in their safety roles, and the formation of this committee will enable the safety representatives to be a resource to each other as well as their individual business unit. The Safety Committee will present a great opportunity to roll out safety information and training across the group.

These meetings will be held monthly. "It is exciting to see the enthusiasm that is being shown towards safety. We need to continue to develop and implement our Safety Management System".

NCS reaches 5 million man hours LTI free!

In May this year 2008 NCS reached total of 5,074,587 man hours LTI free.

NCS have a total of 26 safety representatives within each work section and they are responsible to ensure safety procedures and requirements are adhered to at all levels.

As Safety is everyone's responsibility, all employees take this personally and we all work together to maintain a healthy and safe working environment for our employees and clients. NCS uphold and maintain this record through Safety management systems and programs including workplace inspections and audits, job sites safety awareness and daily management safety briefings.



Thanks to all employees and supervisors for upholding safety first in the workplace that have once again led us together to another great achievement for NCS. Congratulations all for your efforts in Safety.

Mr Arthur Hood, Managing Director/CEO of Lihir Gold and Mr Peter Cassidy, Independent Director & Chairman of LGL Safety and Technical Committee sent a letter of recognition to NCS on their safety achievement. Peter pointed out in his letter that "it not only represents a significant achievement for NCS, but also sets the benchmark for all employees and business partners throughout LGL's operations toward achieving our vision of no injuries to anyone, ever".

With Safety you cannot stop talking, you must always question - what if? Safety never stops.

Tinetalgo office complex officially opens!

July this year saw the official opening of the new Tinetalgo Office complex.

During the speeches, Mr Andy Holding, Director of Community Liaison & Sustainable Development (LGL), emphasised the importance of sustainable growth going forward. He said it was good to see landowner clans committing to developments that would provide a sustainable income for future years. Marc Soipang, Chariman of LMALA, also stressed the importance of investing in businesses to ensure sustainability for the Lihirian community after the mine closes.

The building will house a number of tenants, including the Anitua Corporate Services team, who are very happy to be tenants in this new building.

The complex has been fitted out with high end corporate furniture and is fully air-conditioned.

Well done to NCS Construction who did a great job in managing the construction of this new building. The new building sets a new standard for office buildings on Lihir.



You can't fly a kite unless you go against the wind and have a weight to keep it from turning a somersault. The same with man. No man will succeed unless he is ready to face and overcome difficulties and is prepared to assume responsibilities.

William J.H. Boetcker

NCS

SAI global audit

During August of this year SAI Global conducted an external audit on NCS's management system against the requirements of ISO 9001:2000 and HACCP.

NCS are happy to report that they have passed the external audit and have retained their accreditation.

Desk top safety audit

A desk top safety audit was conducted across the Lakaka Group of Companies in July. This audit gave us a good baseline of where each of our business units are currently situated in their safety development and implementation cycle.

This information will enable us to focus our resources on the areas that require the most immediate attention. Follow up and assistance is being provided to all Anitua businesses, with a stronger emphasis on the business units that are in need of the most help.

New Anitua supermarket manager

Lucy Siki started as the new supermarket manager in September. Lucy has many years experience in the FMCG (fast moving consumer goods) industry, brings a wealth of experience to her role and looks forward to the challenges before her.

"I feel the store has a lot of opportunity for improvement – and I intend to take it to the next level. We are focusing on a range of initiatives, and have recently installed new computer systems – which should reduce waiting time for customers at the checkouts."

"I will be focused on providing our customers with a superior shopping experience – having the products they want at the right price.

The store will be undergoing some cosmetic improvements. I look forward to hearing any feedback from our valued customers on what they would like to see stocked in our store – or any other feedback that can make our supermarket the best it can be."



Bigger and better – Anitua Mining Services

Anitua Mining Services, under the 'Anitua Reinvention Plan' is experiencing new and exciting changes within its management and operations departments respectively.

General Manager Jeff Archer, strongly believes that these new changes will bring sustainability to the company. "By improving our systems and equipment, we will be able to expand our contract base and possibly have offshore customers in the near future". The first and most obvious change is the phasing out of all the old equipment that is still being used today, some more than ten years old.

By updating their equipment, Anitua Mining Services will have a standardised fleet of equipment that will have low maintenance costs and excellent availability. This will then increase revenue for the company. The new standardised fleet of equipment will comprise CAT 740 Articulated Dump Trucks, CAT 966 Loaders and the 330 Excavators. Fleet expansions have already commenced with additional loaders and trucks feeding the mobile crusher. A large excavator to assist in crusher feed is on its way to site and it will be the largest excavator ever operated by Lakaka. Jeff added "that over the next six months old dozers, rollers and other old equipment will be rotated out and replaced."

Other changes have been made to improve the management of the company and ensure the stability of its workforce. There is now an updated Organisational Chart in place so that all employees of the company are aware of whom they report to and their line of communication if they want to report matters. Employee contracts and job descriptions are currently being drawn up for each and every employee so that they are aware of what their responsibilities to the company are and know their working conditions and abide by a company Code of Conduct.

"Once this is completed we will have all employees with a signed contract so they understand their duties to the company and the company's commitment to them" explained Jeff.

(Lakaka Civil and Construction Ltd)

"Also there is now a salary banding system in place where employees are grouped into different categories relating to their job descriptions and skills – this ensures parity across roles". "The company is also standardising its roster for Fly In, Fly out (FIFO) employees to four weeks on site and two weeks off site on a twelve hour shift."

Other changes within the company includes an update of its payroll, fleet management and purchasing systems. All computer and operating systems are about to be overhauled and updated. Jeff recognises that by overhauling and improving the internal management systems, errors will be reduced and efficiencies will be gained.

The planning department has also commenced work on a number of future projects. These include the re-development works in Londolovit town, quarry management and the move into larger equipment for mining projects. Linemarking on sealed roads has started which is a huge undertaking by Anitua Mining Services.

Jeff sums up by saying that "these new changes will bring sustainability to the company and see it grow from strength to strength".



Upcoming IT projects

Many projects will be delivered to the Anitua Group in the next 6 to 8 months. Some of which are;

- installation of new servers,
- terminal services, and other related IT services for the Lihir Business Services group,
- extension of the network access to the NCS Farms site at Kunaye,
- relocation of the servers and other IT infrastructure from DY computer room to the new modern computer room at Tinetalgo,
- interfacing of the LGL LOIS system to the LGCSI system,
- setting up of a new intranet site for the Lakaka Group, providing redundancy on our main backbone infrastructure which will ensure sustainability of all IT systems and services to the business, and increasing the speed of our internet link.

In addition to all internal projects, the IT Section provides support/services to business partners such as LMALA and LSDP.

Gaby Mavai
IT Manager

Contributions welcome

We welcome your feedback and encourage contributions in the form of articles and photos.

Email your feedback to: liz.keane@lgcsi.com, or hand in your contributions to your site manager.

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There are two ways of meeting difficulties: you alter the difficulties, or you alter yourself to meet them.

Phyllis Bottome

IT projects completed

During the second and third quarters of 2008, the IT Section has really taken off in a big way in the delivery of a number of IT projects and services to the various Anitua Group businesses and business partners. Some of the projects have been successfully completed whilst the rest are in various stages of completion.

The following are brief outlines of the major projects that the IT Section has completed.

Tinetalgo Complex

- Completion and delivery of data and communication (voice) services as well as uninterruptible power supply service into the building.
- Will shortly be installing teleconference facilities as well as the latest digital data projection services.

Ataniom Supermarket – Point-Of-Sale and Network Infrastructure Upgrade

- Data cabling completed to a high-speed Ethernet backbone, installation of a new network server, replacement of all desktop infrastructure for both the administration/accounts and the point-of-sale (POS) terminals and upgrade of software.
- Upgrade of the QuickBooks accounting package and point-of-sale (POS) retail system to the latest versions.

Lakaka Hardware – IT Infrastructure and Point-Of-Sale Upgrade

- Built and installed a new server and transferred accounting package and data and rolled out new desktop infrastructure
- Once the Hardware shop is renovated IT infrastructure will be put in place and the rest of the applications upgrades point-of-sale will be done.

Lakaka Civil & Construction – Desktop Infrastructure Replacement

- Currently replacing all the old desktop PCs with new units to accommodate the pending upgrade of the network infrastructure.