

# REFLECTIONS ON THE FIRST YEAR FOR THE ALLIANCE GROUP

Issue 2 – Nov/Dec 2011

# OL SINGAUT



The Alliance Management Group has been operating in Papua New Guinea now since July 2010 – with its first camp mobilised at Well Pad A in Hides. Today, The Alliance Group (TAG) is successfully operating over 11 camp sites, providing camp management, catering and support services.

In the Southern Highlands the company operates as Hides Alliance Group, a joint venture partnership between The Alliance Group and Hides Gas Development Company Limited (HGDC). Down by the sea just out of Port Moresby, the company operates as Laba Alliance Group, a joint venture

partnership between The Alliance Group and Laba Holdings Limited (Laba).

The ultimate goal and focus remains the successful operation of the business, providing quality, consistent and reliable services to our clients and customers, enabling the sustainable development of our communities and people.

There is much effort required by all to ensure our continued success. The repeated issues that we experience on the project with work stoppages, camp closures and disruptions of the like reduce our ability to move towards success and ensuring sustainability of

the business. As partners in this business, TAG, HGDC and Laba must continue to support each other and the projects to ensure minimal disruption to operations.

Most employees at our sites are PNG nationals from local impact areas represented by HGDC and Laba. Training and employment opportunities are provided for everyday people, many of whom are learning skills and earning a living for the first time.

Valuable and practical skills are being learned in hospitality services including commercial cooking, housekeeping, laundry, maintenance and administration. Skills learned will benefit individuals who take these opportunities as treasures to be nurtured. These opportunities did not exist in the same way just over a year ago!

At the beginning stage of the life of this venture, we celebrate 1 year of learning (and what big lessons have been learned) and achievement. Going forward, our businesses have a bright future with many more years of growth and development ahead. Potential is there for those learning the ropes now to be the leaders in the organisation in the future.



Congratulations and thank you to our hard working and dedicated people.

You have been part of a team who has established our operations throughout the Southern Highlands and Central Province.

We wish you a very safe and harmonious Christmas and New Year!



OL SINGAUT IS THE NEWSLETTER FOR THE ALLIANCE GROUP

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# Supply of Fresh Vegetables to the PNG LNG Project



Readers of the first issue of OI Singaut were fascinated by our story about supply and logistics. We thought we'd bring you an update on what the expectations are for the coming year – and the kinds of challenges we face with ensuring continuity of supply for our projects.

The undertaking of the catering for the PNG LNG project by The Alliance Group of companies is the largest that PNG has ever experienced.

By beginning of 2012, The Alliance Group – will be feeding on any one day, around 20,000 to 21,000 camp residents and day workers – 3 square meals a day. This is a monumental task!

Combined, TAG and NCS feed some of the world's biggest mining and gas developments utilising supply chain relationships with local businesses as well as importing goods

from overseas. The related logistics issues are a major challenge and one humungous headache for the TAG's Logistics team.

An indication of our vegetable requirements alone is 17 tonnes per week at a minimum! The capability to source supply within PNG for fresh produce is currently 25-30% of our needs. We of course would like to see this capacity increase – preferring to keep the business in country and encourage the growth of local businesses and communities.

## Continuing to work with local growers

Cultivating local supply in PNG is of the utmost importance to TAG. Over a number of years, NCS has been working with landowner co-ops to supply consistent quality and quantity of commercial grade produce via two NCS Managed depots – Kumul Fresh Foods and Wau Fresh Produce, and localised suppliers close to project areas

around the country.

TAG is actively working with landowner businesses and individuals in the Highlands to support the LNG Project in the Hides area as well as around Port Moresby and Central province to formalise arrangements and work with local suppliers in a similar way. The response has been encouraging and many will achieve their first harvest in early 2012.

Here are some production guidelines and specifications that we consider essential for supplying our projects:

- Grow a selected number of fresh vegetables which grow well in their particular areas in order to supply large quantities rather than growing a big variety of vegetables and supplying low quantities
- Stagger the growing cycle so they can harvest on a weekly, fortnightly or monthly basis
- Agree on tonnage to be supplied on a consistent basis
- Agree on a competitive pricing structure
- Agree on post-harvest handling procedures to ensure freshness and quality, i.e. from paddock to plate
- Compliance with minimum hygiene standards
- Continuous communication is critical

Properly supported by all stakeholders including the government and financial institutions, fresh vegetable production is set to boom into the future which could make the country self-sufficient in vegetable production and supply.

If you would like more information about how to become involved in this side of our business please contact Michael Varapik at [mvarapik@alliancegrouppng.com](mailto:mvarapik@alliancegrouppng.com).

## A respectful farewell to John Stuart Hulse

On Tuesday 2 August, colleagues from The Alliance Group and NCS were joined by representatives from our close community to farewell John Hulse.

The memorial service was touching and sombre – led by Major Phillip Maxwell from the Salvation Army, with tributes by Group General Manager Arnaud van der Burgt and Michael Varapik on behalf of the tight knit TAG family.

The effect of John's untimely passing in Port Moresby has been felt from the mountains to the sea. John, one of the original members of the TAG family, was the Operations and Business Development Manager. Although many had only known and worked with John for just on one year – many in the company had known and worked with him for 30 years plus.

John was laid to rest in Adelaide, South Australia and his funeral was attended by representatives of The Alliance Group and HGDC, who paid respect to John's family on behalf of his PNG family.



## UP TO SPEED WITH HGDC LTD



*HGDC Chairman Tuguyawini Libe Parindali (Green Safety Helmet) addressing the workers at a worksite in August*

The PNG LNG Upstream Umbrella landowner company, Hides Gas Development Company Limited is now one of the biggest employers of skilled and unskilled Papua New Guineans. Currently, HGDC employs a mix of 1800 PNG nationals and expatriates who are engaged within the many projects contracted by PNG LNG Project operator Esso Highlands Limited, a subsidiary of ExxonMobil Corp.

When the LNG construction phase reaches its peak by mid-2012, HGDC will employ in excess of 3000 people.

HGDC Chairman Tuguyawini Libe Parindali recognises the mammoth task ahead as the projects gain momentum and employee numbers increase. It is most important to demonstrate our role as a major employer of people, ensuring that we fulfil our responsibilities and ensure they continue to be happy where they are working.

"We have our own issues but we do not let these minor issues get in our way in providing the best for our customers and also our contractors," Mr Parindali said.

### Progressing well for the future

From its humble beginning in 2009, HGDC has grown rapidly over the last two years to be where it is today.

The company's progress has been bolstered by positive assessments from the Enterprise Centre, indicating that HGDC is compliant and on track with delivering to expectations as per the National Content Plan established with client ExxonMobil.

"We will not rest on our laurels as our role is to increase return

on investment for our shareholders. Our shareholders are the 15 regional landowner companies who have their own shareholders living in the villages," Mr Parindali said.

"We are excited about the prospects that the PNG LNG Project will bring for the country and most importantly for our landowners who have been custodians of this great resource for decades."

In preparation for the growth in employee numbers and the project in general, HGDC is building its own accommodation camp at Para (Hides). The land, adjacent to the Hides Gas Conditioning Plant (HGCP) was acquired by HGDC in 2010 to develop and expand HGDC's commercial opportunities now and into the future.

HGDC realises that as the economy rapidly grows, there will be a need to deliver services to the broader community of the Southern Highlands Province. HGDC in conjunction with Joint Venture partners are in the early stages of developing a range of services, a supermarket, a bank and other public utilities that will ultimately transform Para into a modern town.

**For further information about HGDC please contact them directly:**

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E: enquiry@hgdcpng.com

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## Honesty rewarded for returning cash

Judy Moyali works in the Laundry at Well Pad A project. She has recently come to the attention of her managers and impressed our client – for all the RIGHT reasons.

Several times, Judy has rescued fair sums of money left in people's pockets from the washing machine. She has returned these valuables without expectation for a reward.

Client CCJV has acknowledged Judy's example of honesty and integrity by awarding her with a food hamper.

Site Manager Paul Bonner said it was a proud moment for staff when Judy was presented her reward.

"It had all our staff talking and I am sure has left a great impression on them all." He said.

**Well done Judy. Your actions are a shining example of the values of trust and honesty that we admire.**

**LAUNDRY TIP:**

Check all of your pockets for valuables and belongings before putting clothes in for cleaning.



*Judy with Hides Alliance Site Manager Paul Bonner*

## Safety Certified at Well Pad A

Well Pad A are very proud of six of their team who achieved their Heart Saver First Aid Course skills certificate.

Judy Moyali, Jenny Minai, Lia Ayule, Susan Marago, Malex Maliabe Malira and Wayne Yehere successfully completed the cognitive and skills evaluations for the Heart Saver First Aid course in accordance with the guidelines set by the American Heart Association.

It was a proud moment for the whole WPA Team.



**“I chose a career as a Chef early on and I will make my way up to a top post that’s my target.”**

Wagi Numbo, is a Catering (Training) Manager and relief Site Manager, one of the longest serving National employees for Hides Alliance. He is an experienced, committed individual who is an inspiration to his colleagues; we share his story with you in OI Singaut.

As a Catering Manager, Wagi’s job involves ensuring that our food service requirements and delivery – are achieved! It’s not easy! This responsibility includes: ordering goods and food supplies, menu planning, on

the job training for chefs and kitchen hands, food costing and control and managing staff issues. Quality control?

Wagi is a qualified Chef, having graduated with flying colours in 2002 from Lae Technical College, which is currently the only institution recognised for Qualified Chef Training in PNG.

“I chose a career as a Chef early on and I will make my way up to a top post that’s my target.” he said.

He is on the way to the top post and is learning and developing his

management skills in this position with the company.

“Hides is the place to be to develop the best management skills” he said. “The experience of dealing with local people, in decision making, it instils a sense of confidence, motivation and the zeal to make better decisions as time goes by” he said.

One aspect of his role is a new challenge - reporting to different Client’s representatives and also dealing with local landowner issues.

Wagi’s passion and commitment is clear. “I love my job and enjoy my career as a Chef and I want to be a Project Manager.”

Before joining The Alliance Group, Wagi was Chef Manager for NCS for 7 years, based at Hidden Valley, catering for mandays of up to 2,500 – from one dining room.

Wagi Numbo hails from Erap in the Morobe Province. His wife and two young boys live with his extended family outside of Lae. He actually likes to cook in his spare time, as well as tend to his cattle.

## Project Update EPC 5

### The challenges of working in the Highlands

We have seen an enormous amount of rain throughout the project in the middle of the year, at Kaiam Camp (Camp 2).

When the rain sets in like this, many of our sites become isolated for long periods of time – making deliveries of supplies and managing stock very challenging!

This is where the creativity and skills of our staff come into play – to manage these physical obstacles and ensure that we still keep delivering meals and services to our clients!

The Hides Alliance team took over an operation at Gobe. This old site is spread out, with the office over half a kilometre away and up a hill! We welcome some new staff to the Hides Alliance team from this site and already, motivation is good as we re-establish this operation to the required level of operational standards.

#### In Hides we operate at:

- Well Pad A
- C1/ C2
- Tent Camp
- Kobalu camp
- Tokedju
- Juni Camp
- Fly Camp
- Main Camp
- Para



The Hides Alliance Team serve up a meal at a fly camp.

## TRAINING LEADS TO JOBS

Laba Holdings is the umbrella company representing a combined population of more than 20,000 people from the four villages in the Central Province project area; Boera, Papa, Lea Lea and Porebada.

In 2010, Esso Highlands Limited, a subsidiary of Exxon Mobil Corporation and operator of the PNG LNG project, on the 26th April 2010 opened the Driver Training Centre in Port Moresby. Since opening, a total of 288 people (6 batches of 48 participants) have completed the 6 week course, graduating with Certificates of Competence in Front End Safety, Civil and Transport. Upon graduation – many have stepped into the employment with various contractors on the PNG LNG Project.

Also during this period, construction was under way at the Port Moresby Construction Training Facility at Idubada. Thirty three (33) of first round of graduates from the training program of were part of the team that completed the construction of POMCTF, which was completed and officially opened on November 30, 2010.

Since then over 1,192 locals people have been trained and have graduated from programs at POMCTF, to supply the workforce for the PNG LNG Project.

This training has provided local people with valuable skills that will not only be utilised within the scope of the project construction phase, but will filter down to their local communities. Individuals who have undergone training are developing a greater awareness of their untapped capabilities and interests. They are appreciating that they can develop and expand the skills they already have in areas such as mending nets, fishing lines, hunting and agriculture and apply them, and earn a living.

People are developing valuable skills and experience, which will lead to employment opportunities elsewhere when the construction phase of the project comes to an end.

### Working with Laba Alliance Group

Laba Alliance Group is the caterer for the PNG LNG project processing plant facility in the Central province. This project currently employs over 350 men and women from the local communities, most of have come straight from the village into training and employment. This number will increase steadily in the next year.



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It is a multi cultural working community comprised of a team of experienced non PNG Managers who oversee the daily operations of catering, front office, housekeeping, laundry and maintenance of the camp. Our local people are gaining experience, learning the trade and enjoying the benefits of working life at the same time.

### Working life has changed the local communities

We are now observing that many families who have members in employment at project sites are able to sustain themselves. Individuals are motivated to developing skills, advancing in their new careers and taking on leadership roles not only in the workplace, but in their local communities.

### Better safety in communities

Exxon Mobil emphasises the importance of safety time and again through their safety slogan “NOBODY GETS HURT”.

Not only has this high level of safety focus aided keeping safety on at work a priority, it has raised the general safety consciousness of the people, with safety skills and consciousness being applied directly in the local communities as well.

We hear that local communities are more aware of the acute dangers that surround everyday living. People are now making choices and decisions that result in greater safety for their families.

## Laba Alliance Team grows as new camps open!

As the new camps out at EPC 3 are completed and occupied, the Laba Alliance team grow. Here is an update on the opening of the new camp offices and accommodation.

**Contractor/Company Camp -new offices and camp opens:** The end of July saw some significant changes out at the PNG LNG site with the opening of the eagerly awaited Company and Contractor main offices. These new areas will be appreciated by both companies EHL and CJJV providing the space they need rather than sharing the

much smaller complex at Pioneer Camp.

CJVV employees also started moving from Pioneer Camp to their new permanent residence at Company Contractor Camp at the end of July.

First meal served 1 August in the new camp marked the official opening of the facility. The first dinner service was a small affair for the 26 people who had moved into their new accommodation! Each day the numbers grew as more people moved across to the camp – which will be completed at the end of August

and Pioneer camp with be closed.

The Subcontractor Camp also continues to grow quickly with new recruits moving in as soon as buildings are completed.

All of this growth and activity has kept our staff very busy and new staff employed in all areas to deliver the larger workload with new housekeeping, kitchen and dining room hands and cooks joining the Laba Alliance team. This increase has also seen the introduction of new Manager and Supervisor roles to help steer the project to success.



**Vicky Lohia** was promoted to Dining Room Supervisor as she shows excellent leadership, has great customer service skills, communicates well with non-national management and works very hard.

Her role as Dining Room Supervisor involves organising staff in the dining room to do all

meal settings for breakfast, lunch and dinner service and upholding the service standards set by management. One of her main goals is to make sure everything is well organised before service starts.

Before Vicky joined the Laba Alliance, she was a house wife, living at Papa and Lealea, Central Province.

She enjoys her job because it has been a great opportunity to work with people from the four villages and be part of an organisation that will help build her own future and career, as well as that of her community.

Achieving her promotion of Supervisor is a dream come true for Vicki. "I really enjoy my job because it has been my dream to be a Supervisor" she said. "I am really focused on

my job and fulfilling the requirements of my bosses".

One of the challenges she has experienced is realising her responsibilities and duty to her customers.

"One day, when we ran out of supplies, I realised that my customers would be complaining to me! So I had to make sure that in future we were always well stocked with the things we need!" she said. Vicky also enjoys meeting and serving people – essential for hospitality! She has the ability to have great rapport with people from all different levels – her colleagues, managers and clients.

**Well done Vicky** – you are a great example of how a good attitude and dedication to the job can lead you to the next steps in a career.

**Sameal Gabe** is the Head Steward in the kitchen at EPC3. He commenced working at Laba Alliance Group in February this year. Prior to joining the company he was working for another catering company, so had experience as a kitchen hand and stove man before joining the crew at EPC3.

His job includes looking after the stewarding areas, the pot and dish washing section and assisting the Head Chef to monitor the dining areas.

Sameal is acknowledged by his managers for his good attitude and has proven to be a good



support for the new trainees and showing them the ropes. He also came up with the plan to reorganise the plate wash area in one of the

kitchens to increase efficiency and productivity.

"I really like the work environment here" he said. "I have learnt more new things and gained new experience in cooking and in hospitality. I really enjoy my job, the position now I'm holding is a dream come true and I enjoy facing different tasks each day."

"I enjoy the challenge of managing staff and ensuring that the job gets done as the management requires." he continued.

In his spare time, Sameal, who hails from LeaLea, likes playing sport, reading, watching movies and going out with friends for a BBQ.

## Celebrating 1 year of Training at EPC 3

### New training program produces a stronger workforce faster!

New Laba Alliance employees will undergo a revamped formalised training program which will better prepare them for work. The two week program is conducted full time and includes classroom education and some 'on the job' work experience, before the commencement of employment.

The course is based on 6 of the main modules from the Australian Hospitality Training Package taught by most TAFE Colleges in Australia. Students complete theory and assessment in workplace hygiene procedures, workplace health, safety & security procedures, clean & maintain premises, receive & store goods, organise & prepare food and basic methods of cookery.

The training delivered is a mixture of traditional classroom-style learning with text books, handouts and overheads. This is mixed with new technologies, videos via the internet and PowerPoint presentations. Students will also put into practise the safety and procedures introduced in the classroom – with hands on practical time.

The training is conducted at the new Port Moresby Technical College Construction Training Facility (POMTECHCTF). This purpose built new facility was built by LNG PNG (Exxon) to train local people in basic

work and construction skills for employment at the LNG Plant construction site.

This new training program structure will consolidate training time – and offer participants a solid foundation for then practising and improving their skills while they work. The previous program combined twice weekly training sessions with on the job training – yet took much longer for participants to become familiar with the concepts of rules, regulations, procedures and safety that are required to undertake work on at our Site, to do it well and do it safely.

### First Food Handling Course – first graduates

In the first course intake in late July, 5 candidates from the four local impact villages were selected by LABA to participate in the Food Handling Course. They will be formally training in all aspects of food safety, handling & procedures.

20 females, a mixture of young and older women, both single & married, were selected to help bring equilibrium to the current gender mix employed at the site.

Training Supervisor Leanne Broadbent said "At the moment, many are very quiet, keen and attentive learners. When witnessing the buzz and commotion of a meal service, they

### Facts and Figures – 1/8/2010 – 1/8/2011

- Training deliveries - 158
- Session hours delivered - 2133 hrs
- Attendees taught - 3384 man
- Manhours by training session - 4257.5 hrs

are excited and keen to become part of that working environment." She said. "All of these women are hoping to learn and have new experiences and ultimately be employed at the project."

When they finish their course, they start work the following week on site in the kitchen and dining room. Their progress is monitored and it is considered that they are "on the job training", to reinforce the principles learned at college.

The new graduates will also attend twice weekly training sessions with their new colleagues. This program will be conducted each month, therefore generating 20 fully trained employees per month!

**CONGRATULATIONS TO OUR FIRST ROUND OF GRADUATES AND WE LOOK FORWARD TO BRING YOU FURTHER NEWS ABOUT OUR TRAINING PROGRAMS.**

# Violet Aopi - The right personality for working with people

In profile



When you ask around the office about what makes Violet Aopi stand out from the crowd, you have to be prepared to listen to the long list of compliments that result. What stands out are the personal qualities that Violet brings to TAG that shine brightly, complementing her business skills and experience.

Her willing attitude, commitment, integrity, ability to communicate and work well with all – qualities that make her an exemplary role model for others and a trusted, respected and admired member of the organisation.

Violet is a “people focused person” – and it’s no wonder that she works in Human Resource Department as a Supervisor.

Violet has become an integral part of the glue that keeps the company together. Her responsibilities include managing the recruitment, mobilization, work permits and work visas for Expatriate employees.

This kind of work requires organisation, attention to detail, tact and diplomacy, patience and above all, the ability to work with people from a diverse range of cultures and circumstances.

Her Manager said “Violet is always quick on her feet, with sensible reactions in all circumstances. She is organized, efficient, extremely competent, and has an excellent rapport with staff of all ages, clients and other professional organisations. She is always willing to offer her assistance.”

Since commencing work with TAG in January, the organisation has almost tripled in size. You can image the challenges that go along with helping to manage this rapid growth particularly with regard to people.

“As TAG was a relatively new business when I started, the role was extremely challenging.” She said.

“There were tasks assigned that nobody did before, so I had to create many systems and procedures as I went and ensure that I passed on that knowledge to other staff. An example of this was co-ordinating the Site Travel. When I commenced as HR Officer, this was not handled by our office. Now it is a component of our work, so we needed to learn, created a frame work then take it to task.” she added.

One of the reasons Violet chose to join the TAG team was the opportunity to be part of the beginning of this new organisation. “I wanted a new challenge and to be a part of a newly established organization making its mark on our country and its communities.” She continued.

“I always try not to let things get me down no matter how frustrated I get I laugh about it and keep a smile on my face. This helps me to get on with my tasks ahead and do that best I can to meet deadlines.”

Prior to joining TAG, Violet worked with a number of high profile companies in IT, Customer Service and technical support roles in the Finance sector. Her previous experience saw her travel around PNG and also rise through the ranks of management.

You can appreciate how she has developed her effective communication and people skills, leading her to this mid-level management role with TAG, and we are very thankful that she is part of OUR team!

Violet’s goals for the coming year include formalising her on the job experience whilst furthering her education and qualifications with Management and HR training.

When not working, Violet loves to spend time with her family and plays volleyball.

## Safety IS priority!

Establishing safety procedures and ensuring that training is maintained at our projects sites is our highest priorities.

On occasions when incidences occur, highlighted are areas that need addressing, and our immediate attention and focus is on taking the right actions to ensure our staff are trained and aware of the correct procedures for maintaining safety.

One such accident has led to a review of hand safety education – which has been applied across the organisation.

### The scenario: Knife accident in the kitchen

An employee working in the kitchen had been using the correct PPE protective gloves. He had been doing this job before, and decided to remove his gloves thinking it would be quicker to do the task.

As a result – he sustained a cut to his hand which required stitches.

This incident was assessed by Senior Management from both TAG and our client and the actions implemented as a result of this will benefit all members of the team with improved education and training.

### Learning from our mistakes

John Buckley, TAG’s QA/QC Manager managed this incident by taking action to ensure training happened. His approach was to incorporate a ‘touch of humour’ to help communicate this very important issue of safety.

John’s message is that when mistakes are made – it highlights where we need to improve and actions that must be taken immediately.



The series of three new hand safety posters will be distributed at every site

### Ensuring better steps toward hand safety

1. The individual who suffered the cut underwent further training and will return to site as a “safety champion”.
2. John conducted training sessions for staff as well as re-briefing safety officers.
3. Emphasis was provided to all about not only awareness of self care – but care of others. A statement signed by the Group General Manager was circulated with an “intent to care” encouraging everyone to intervene when they see a colleague acting in a way that is harmful to themselves or others.
4. Three innovative posters focused on hand safety and safe work practice messages featuring Good Idea/ Bad Idea theme with photographs to illustrate the correct methods for knife use. The aim is to reduce hand injuries by demonstrating the correct methods of use of PPE and equipment.

ANSWERS: Across: 1: Smoke, 3: MSDS, 5: Gloves, 8: Goggles, 9: Seatbelt, 10: Spin, 11: Fire, 12: Drink, 13: HACCP, 15: Toolbox. Down: 2: Mustertpoint, 4: Safety, 6: Respiator, 7: JSA, 14: PPE

The Alliance Management Group is pleased to announce the introduction of the Star of The Month (SOM) and Star of Quarter (SOQ) Program.

We all agree that there are individuals in our organisation that are worthy of recognition for their great service to The Alliance Group. This program now allows Managers to nominate those employees who deserve recognition for their contributions to our success.

Apart from attitude and behaviour we place strong emphasis on achievement and performance.



Here are some of the qualities and values that we applaud and reward.

- Exceeding expectations. We value staff going above and beyond what is expected of them, such as the willingness to take on duties that others do not want to do.
- Self-discipline. An employee who doesn't allow things outside the job to creep in and steal time, attention and energy from the focus of the job.

- Dependability. Employees who are reliable, keep commitments and strive to achieve a consistent level of quality and excellence.
- Responsive. Being alert and quick to think and act with a sense of urgency.
- Initiative. Thinking things through and keeping busy by finding tasks that need performing without being told.
- Responsible. Taking ownership of tasks and actions.
- Exemplary customer service.
- Performance in response to an important organisational need.
- Technical accomplishment.
- Creativity and/or initiative used in accomplishing work assignments, including problem identification and solution.
- Innovation by a team or individual that contributes to progress towards the completion of a project or milestone.
- Administrative or management practices that have a positive organisational effect.
- Achievement in support of company goals, values or policies such as quality, efficiency, safety & productivity.
- Performance above and beyond the nominee's regular duties.

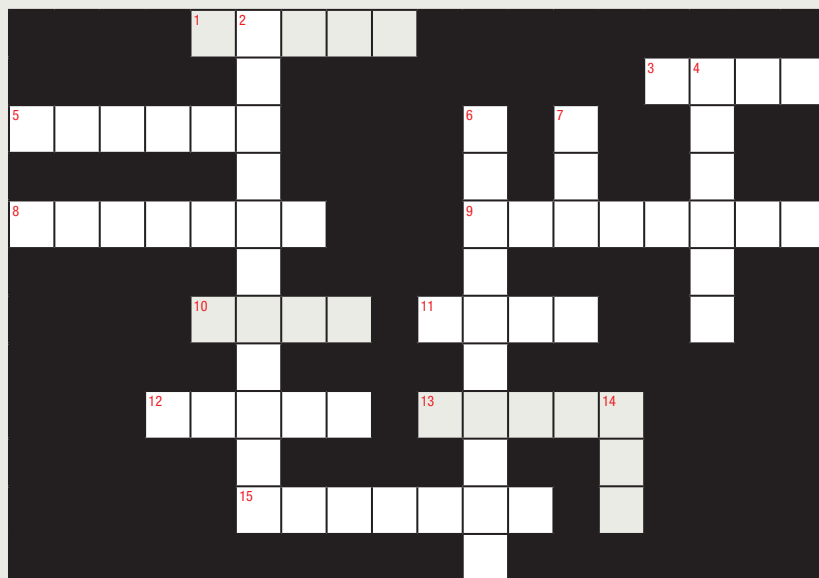


Violet Aopi is presented with her Star of the Month Award by Acting Operations and Business Development Manager, Anders Jansson and Human Resources Manager, Raymond Mojica.

The individuals who are nominated for Star of the Quarter or Star of the Month, are presented with a special commemorative pin and certificate by their Project Manager at a presentation ceremony.

**The first round of awards was presented in July and August. Congratulations to those special members of The Alliance Group for your achievement.**

## How well do you know your safety?



**Across:**

- It is not permitted to do this inside a building or at non authorised locations
- Document that details properties of chemicals
- Article of clothing worn over your hands to prevent injury
- Something you may wear on your eyes to protect them
- Whenever travelling in vehicles always wear your \_\_\_\_\_
- We do not do this when sitting in a chair
- We leave the building if this occurs
- Never \_\_\_\_\_ and drive
- Food safety system that identifies food safety hazards
- Daily meeting to discuss safety issues

**Down:**

- Emergency Assembly Point
- What all employees need to practice every minute of every day
- Device used by Firemen to filter air for breathing
- Tool used to identify, measure eliminate or control hazards for a specific job or task
- What all employee need to wear every day on their jobs