



PNG RESOURCE SECTOR SOCIAL CONTRIBUTIONS

The PNG mining and petroleum sectors contribute to a wide range of community development programmes in host communities and provinces, and other parts of the country. This includes infrastructure for health, education, law and order, and agriculture as well as numerous programmes in health care and medical outreach, scholarships and student support, agriculture outreach, law and justice, and landowner business development.

Health

Health programmes include:

- Management, administrative support and training, and funding for major hospitals and health centres
- Logistic support and funding for community health centres and aid posts
- Medical patrols, medivacs, immunisations, and delivery of medical supplies.

Education and Training

The resource sectors also run ex-

tensive education and training programmes for host communities and employees. These programmes include:

- Training for all employees, operators, graduates, apprentices and trades personnel,
- Scholarships for employees and communities to universities, technical and business colleges, vocational centres, and schools
- Support and funding for schools, Flexible Open Distance Education centres, and vocational schools
- Teacher training.

Agriculture and Livelihood

The resource sectors are also engaged in many different programmes to support and promote food security and commercial agriculture.

Business Development

The industry also helps establish and support landowner companies and other PNG-based businesses. These companies provide services to the project sites such as: labour hire, janitorial services, catering, security,

earth moving, freight and logistics, and transportation.

Law and Justice

Law and justice programmes supported by the projects include family and sexual violence, and community law and order programmes.

Tax Credit Scheme (TCS)

Community infrastructure funded under the TCS is wide-ranging and includes:

- Roads and bridges
- Hospitals and health centres
- Schools and teachers houses
- Water and power infrastructure
- Police stations and barracks

Employment

The resource sectors directly employ over 20,000 people. Many more are employed in businesses that depend on the resource sectors including landowner businesses which are estimated to employ 25,000-30,000 people.



Ok Tedi Mine

Two health programs are currently underway to elevate the standard of health care and services in Western Province

Ok Tedi Mining Ltd (OTML) and Ok Tedi Development Foundation (OTDF), through the North Fly Health Services Development, and the Community Mine Continuation Agreement (CMCA) Middle and South Fly Health programmes are conducting among other initiatives, health outreach programmes, building and maintaining health infrastructure and equipment, and training health workers. Over K63.3 million has been spent since 2013 on these two programmes which will end in 2018.



Lihir Gold Mine

Newcrest Lihir is working on eliminating malaria on Lihir Island

Lihir Malaria Elimination Programme (LMEP) was established in 2015 from a partnership agreement between Newcrest Mining Limited and the international NGO Medicines for Malaria Venture. It was created to assist in eliminating malaria parasites from the Lihir group of islands. The activities of the LMEP fall into two major areas; malaria research and community health initiatives. Malaria research focused on preparing proposals for PNG scientific and ethics approvals committee whilst community health initiatives are focused on the elimination of malaria at the community level such as immunisation, mosquito net distribution, health centre visits and awareness, and community clinic training for local staff. Over K1 million has been spent on the programme in the last five years.



Ramu Nickel Mine

Provision of medical assistances, purchase and distribution of medical supplies, and medical evacuation

Since 2008, and consistent with the project Memorandum of Agreement, Ramu NiCo in close partnership with the Madang Provincial Health Authority provides an annual grant of K80,000 for medical supplies (drugs and equipment) to four government-run health centres in the project impact communities. On numerous occasions, the company has also donated cash and kind to the Madang community to improve health facilities. Over K2 million has been spent in the last five years on these initiatives including other medical assistance, both within and outside of the projects MOA.



Hidden Valley Mine

Upgrading and improving community health

Harmony Gold has partnered with the Morobe Provincial Health Office to establish a network of 140 village birth attendants to assist with village deliveries. The company has also provided access to clean drinking water for over 15,000 people and has funded the connection of power to Wau Health Centre.



KEY FACTS NEWCREST LIHIR'S HEALTH PROGRAMME

Newcrest spends about K18 million a year to manage the Lihir Medical Centre which provides a wide range of services including dentistry, optometry, ante-natal, malaria and yaws research, health extension and capacity building programmes for the Catholic Church-run Palie Hospital.

Porgera Gold Mine

Medivacs, delivery of medical supplies and equipment, and medical patrols

Barrick Niugini supports critical health needs of project communities by providing a medivac service including for expectant mothers from remote locations to nearby health facilities, delivery of medical supplies to remote locations, provision of medical devices such as crutches, and conducting medical patrols. In early 2017, the company also assisted the Porgera Urban Health Clinic with building materials to build a new maternity ward.



PNG LNG

Working with various national and international research and education institutions to improve health care and services

ExxonMobil PNG, operator of PNG LNG, has invested more than K35 million in various health projects and programmes in the last 5 years. Its Community Health Impact Management Program in partnership with PNG Institute of Medical Research is improving PNG's data collection and health diagnostics. It is also working with the Texas Children's Hospital, Baylor College of Medicine, The University of Papua New Guinea School of Medicine and Health Sciences, National Department of Health and the Port Moresby General Hospital to improve pediatric, maternal and public health capacity in Papua New Guinea. About 700 medicine and health science undergraduates' students and 42 doctors and nurses at the Port Moresby General Hospital have received training and mentoring from international doctors as a result of this partnership.



Simberi Gold Mine

Delivery of medical supplies and drugs, support for anti-malaria initiative, and clinical visits

Simberi supports the PNG Industry Malaria Initiative with US\$50,000 (K98,000) annually to carry out its anti-malaria initiatives within the Simberi community. It also provides a free clinic to the local community supporting/supplementing the government clinic on the island. Its doctors also visit the government clinic as well as assist in transporting drugs to the island. It also provides medivac to Kavieng and Port Moresby as required.



Oil Search Limited

Supporting the Hela Provincial Health Authority

As part of an agreement with the Hela Provincial Health Authority, Oil Search through the Oil Search Foundation provided funding, technical assistance and resources working closely in partnership with National and Provincial departments to address the most organisational, clinical and infrastructure priorities. This included putting in place a functioning management team, recruiting over 180 new staff (including doctors and nurses) and improving systems and service standards. The improvements to the hospital have also included a new tuberculosis ward.



KEY FACTS ABOUT EXXONMOBIL PNG'S HEALTH PROGRAMME

ExxonMobil PNG is supporting health service providers in its project areas with infrastructure upgrades and donation of ambulances. Recently it invested over K1 million in the construction of a new sub-health centre and donation

of an ambulance at Para in the Hela Province. The new health centre now provides improved health-care through inpatient services, midwifery services and pre-natal care.

Ok Tedi Mine

Establishing and supporting FODE satellite study centres, providing scholarships and training for local communities

OTML, through the Ok Tedi Development Foundation and in partnership with existing government schools, has decentralised the Flexible Open Distance Education (FODE) programme to the district and local level areas. As part of the programme, it has established 10 satellite study centers within its impacted regions and has recruited 28 tutors and programme coordinators from four different secondary schools to participate in the FODE programme. The company pays these tutors and coordinators allowances. So far 578 students have enrolled in the programme. The company also sponsors students from the mine impacted areas to colleges and universities both within PNG and overseas. About K3.2 million is spent each year on this program which has seen 297 students receiving scholarships in different disciplines at various colleges and universities in the country. There are also 5 students studying in Australia funded through the Mine Village Education Trust while another 7 students currently undergoing a Maritime Cadetship Programme at the PNG Maritime College sponsored by OTML.



Hidden Valley Mine

Support for community education and school infrastructure

Over 3,000 people have benefited from life skills training provided to the host communities by Harmony Gold since the mine started in 2006. The company has also assisted more than 1,600 students attending over 50 schools with school fee subsidy and school materials. In addition, Harmony Gold has constructed infrastructure at ten schools in Bulolo and Huon Gulf districts in line with District Education Plans and established the first elementary schools at Winima and Nauti.



Ramu Nickel Mine

Training and provision of school materials, and school infrastructure support

About K500,000 has been spent under Ramu NiCo's education assistance scheme under the project MOA since 2008. This is part of the K50,000 allocated every year for mine impacted communities to access as school fee assistance to study in tertiary institutions. The company has also provided teacher training and supplied school materials to schools operating within the mine impacted communities. Other assistance includes supplying building materials to refurbish school infrastructure. Over K250,000 has been spent in the last five years on these various programmes.



Lihir Gold Mine

Training of apprentices, community education support and training of highly skilled local operators

Newcrest currently employs 30 Lihirian apprentices in 6 technical trades. These apprentices are being instructed by the technical trade trainers based at the Lihir Technical Training Centre. The Lihir Resource Centre is an external study centre for the community of Lihir. The centre is managed by Newcrest and supported by the Local Level Government and the National Government. The Lihirian Operator Training under the Mine Department's three years training plan is focused on the development of highly skilled Lihirian operators required in the operation of all heavy earth moving equipment operating in the mine.



Porgera Gold Mine

Training of apprentices, trade assistants, graduates and local communities

Since 1989, Barrick Niugini has trained 177 apprentices, 4,398 Porgeran trade assistants and 303 graduate intakes. Through its Job Ready Program aimed at identifying local candidates with the ability and potential to qualify as tradespersons, it has trained 160 Porgerans since 2016. From this total, 110 locals are now employed directly with the project while 38 are on temporary employment and the rest are awaiting a job placements.



PNG LNG

Scholarships, teacher training, provision of teaching materials, upgrading of classrooms and teachers houses

ExxonMobil PNG supports and funds the Australia Awards - PNG LNG scholarships to help address the rural workforce gap in PNG LNG project areas; new and upgrades to school infrastructure; teacher training and teaching materials; teacher housing; and in partnership with schools and the Central Provincial Government Education Division, developed innovative new training to improve school board governance and leadership capabilities. In addition, staff volunteers, under the company's Science Ambassadors Program (SAP), visit primary and high school students in project area schools to inspire students to learn about science, technology, engineering and mathematics through fun hands-on practical experiments. More than 2,800 students have participated in the SAP since 2013. Over the last five years more than K21 million in total has been spent in support of education programs.



Simberi Gold Mine

Supply books, construction of teacher houses, and FODE program support

Simberi Gold has donated books worth K10,000 to the primary school on the island. Another three pallets of books will be delivered to the school later this year from the Australian charity *Books 4 PNG Kids*. The company also runs a FODE program which is open to all employees and the community. It is free and all materials are provided by the company. In conjunction with the Simberi Mine Area Association, it has also constructed two additional teacher's houses for the primary school on the island.



Oil Search Limited

Community education sponsorship

In 2016, the Oil Search Foundation partnered with Buk bilong Pikinini, Hela Provincial Education Department and the Catholic Church to deliver early childhood development and literacy programmes in the Hela Province. This resulted in the launch of a new literacy library and Early Childhood Development and Literacy programme at Kuluanda Primary School in Tari. This is the first initiative of this type in the province and the Foundation plans to expand the programmes into other locations in 2017.



Ok Tedi Mine

Construction of classrooms, teacher's houses, health centres and staff houses, and jetties

OTML, through the TCS has refurbished classrooms and teachers houses as well as constructed a new administration building, two staff houses, a double storey classroom and a student hall at the Monfort Primary School in Kiunga. It has also constructed new dormitories and learning facilities for the Divine Word University rural health students programme in Tabubil and also funded the construction of the Balimo Hospital and staff houses. OTML has constructed seven new jetties along the Fly River in line with the Government's Development Strategic Plan 2010-2030, and Medium-Term Development Plan 2 for 2016-2017. It has spent over K90 million in TCS projects in the last five years.



Lihir Gold Mine

Upgrading of water, power and roads in New Ireland Province

Community projects funded by Newcrest Lihir include contributions to the Palie ring road and the Lihir High School upgrade, electrification of Lihir villages, and other community infrastructure such as Putput sports field. Projects funded under Newcrest's Tax Credit Scheme programme include the refurbishment of the water and power supplies to Madina Secondary School, Namatanai Hospital water and power upgrade, and upgrade and sealing of New Ireland Province roads. A further K2.3 million has been committed for the 2017/2018. A total of K75.2 million has been spent since 2011 on TCS infrastructure projects.



Ramu Nickel Mine

Construction of roads and bridges to improve community accessibility

Ramu NiCo, through the Chinese Government's support constructed a new 16 kilometre road from Usino-Junction to Yamagi at the cost of K22 million and successfully completed the sealing and construction of six new bridges at the end of 2011. It also built a new bridge connecting Usino and Bundi in 2008 at the cost of K20 million and donated nearly K550, 000 towards the purchase of construction materials for the reconstruction of the Mia bridge along the Madang - Lae highway in 2013. In accordance with the Relocation and Compensation Agreement, the company constructed 30 relocation houses at Enikuwai and handed these over to landowner families in 2011. Ramu NiCo has spent over K45 million in infrastructure projects both within and outside of the project's Memorandum of Agreement.



Simberi Gold Mine

Water supply, road maintenance and banking facilities

Simberi Gold engages local landowner contractors to maintain the ring road around Simberi island. Although, strictly this is a provincial government responsibility the company has always ensured that the road is safe and trafficable. This is paid out of Simberi Gold's operating cost. The mining project is working with Bank of South Pacific to install a fully operational branch to the island to provide banking services to the community. All projects are funded directly out of operating cost and no money is recovered through the Tax Credit Scheme or otherwise.



Porgera Gold Mine

Recreation facilities, bridges, roads, police stations and barracks

Since 1992, Barrick Niugini through the TCS programme, has funded numerous infrastructure projects which include school buildings, recreational facilities, bridges and road maintenance in the mine impacted communities in Enga, Hela, Southern Highlands and Western provinces. Projects completed in the last five years include the construction of a double classroom at the Porgera Lutheran Primary School, double classroom and ablution block for the Porgera Vocational Centre, maintenance to two male dormitories at Porgera High School, and genset and power reticulation at the Mungulep Primary School. There were also several upgrades to sections of the Highlands Highway, and police barracks and stations.



Hidden Valley Mine

Village infrastructure

Harmony Gold has provided footbridge access across the Watut River to service 3,000 people living in three village communities as well as six water supplies for landowner villages at a cost of K730,000



PNG LNG

Highlands Highway maintenance, and power upgrade

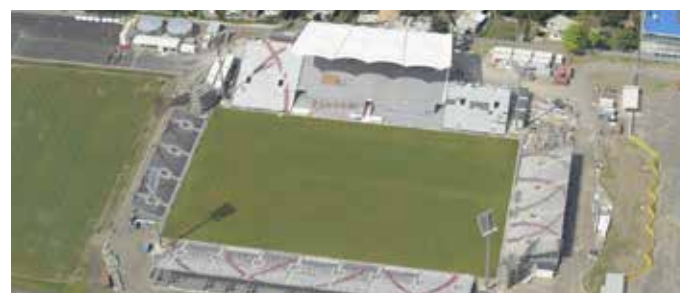
PNG LNG has implemented a 25 megawatt power export project from the LNG Plant, equivalent to 20 percent of Port Moresby's power demand. Also, in addition to significant upgrades it did to the Highlands Highway during project construction, the company has agreed to support the upgrade of two sections of the highway under TCS from Halimbu Junction to Komo in Hela province between 2017 and 2019, at the value of K150 million.



Oil Search Limited

National Football Stadium, Sir Manasupe House, and APEC Haus

The company spent US\$32.2 million (K98 million) to progress 12 projects for the Government under the Tax Credit Scheme, all of which are planned to be completed in 2017. This includes road infrastructure, hospital and school redevelopments in the Hela and Southern Highlands Provinces and housing for the Nipa Constabulary in the Southern Highlands. The Sir Manasupe Haus and the National Football Stadium were handed over in 2016. Construction has also started on the APEC Haus, due to be completed in 2018 ready for the APEC Summit.



KEY FACTS ABOUT BARRICK NIUGINI'S TCS PROGRAM

Some of the projects BNL has completed under TCS in the last 5 years include:

- Wabag Hospital - eye clinic extension
- Porgera Lutheran Primary School stage 1 - double classroom
- Mungalep Primary School - genset and power reticulation
- Porgera Vocational Centre - double class-

- room and ablution block
- Porgera High School - 2 x male dormitory maintenance
- Laiagam Police Barracks
- Paiam Police Barracks
- Enopi Police Barracks
- Mulitaka Police Barracks maintenance
- Paiam Police Station and cellblock extension

Ok Tedi Mine

Commercial agriculture and forestry development

Commercial rice trials are currently underway in three villages in the North, Middle, and South Fly regions. The rice trials in Birimkamba (North), Kaviananga (Middle), and Lewada (South) are in line with the Ok Tedi Development Foundation’s Livelihood Development Program which is focused on having Community Mine Continuation Agreement (CMCA) villages earn an income to sustain their livelihoods through the growing and selling of rubber, eaglewood, and rice. OTDF has invested in nurseries to produce planting material for both rubber and eaglewood, employing experienced technical officers and field staff who are working with farmers in all eight CMCA Trust regions (Wai Tri, Tutuwe and Nupmo in the North Fly, Middle Fly, and Suki Fly Gogo, Dudi, Manawete and Kiwaba in the South Fly).



Ramu Nickel Mine

Engagement of agricultural specialists, training and extension programs

Ramu NiCo through its Community Affairs Agriculture extension programmes is engaging agricultural specialists to promote growing of commercial crops like cocoa and rice with the aim to disseminate new and improved research-proven farming technologies and information, improved agriculture production, stimulate the growth of agriculture enterprises and encourage local people to participate in macro-agricultural economic activities.



Lihir Gold Mine

Supporting poultry and piggery farming

Newcrest Lihir has been supporting the National Catering Services (NCS), a subsidiary of landowner business Anitua Group with power supply and logistics for the company’s piggery and poultry farms on Lihir Island.



KEY FACTS ABOUT RAMU NICO’S AGRICULTURE PROGRAM

Some of Ramu NiCo’s assistance towards agriculture and livestock.

- Conducted nine cocoa rehabilitation training sessions in Basamuk, Coastal and Inland Pipeline in partnership with Cocoa Coconut Industry PNG.
- Conducted six rice farming training sessions in Inland and Coastal Pipeline area
- Conducted two inland fish farming training sessions in Inland and Kurumbukari impact areas
- Conducted 8 poultry chicken management training sessions in Coastal and Inland Pipeline area
- Conducted four farm enterprise management, and livelihood sustainability training sessions in Basamuk, Coastal, and Inland Pipeline areas.
- Conducted cocoa awareness in the Kurumbukari impact area

Hidden Valley Mine

Support for cash cropping and income generation

More than 970 cocoa farmers in eight village communities have been assisted to plant 197 hectares of cocoa which will be worth an estimated K5.4 million annually when they have matured. Harmony Gold has also assisted 660 coffee farmers in six villages with more than 52,000 seedlings, enough for more than 26 hectares and provided training to these farmers. For enhanced nutrition and income generation, the company has provided training for over 430 families to establish fish ponds in 23 communities.



Porgera Gold Mine

Farmer training for women and other locals

Through the Porgera Joint Venture Food Security Programme, Barrick Niugini has provided training for over 1,500 farmers with 443 participating in the programme. Through the company's support, the Porgera branch of Women in Business in 2017 signed a five year contract with the IPI Group to supply 23 varieties of vegetables to the IPI kitchens to meet the caterers demand for fresh vegetables to serve at least 4,800 meals a day.



PNG LNG

Agriculture and livestock training and management

ExxonMobil PNG's livelihoods support program builds upon the agriculture program that was successfully introduced during the project's construction phase and is tailored to meet the needs of specific project area communities. The program provides households with the skills and knowledge that empowers them to make informed decisions about farming and land management - ultimately ensuring long-term food security for households and their community. Near Hides, it is also generating income for communities with surplus fruit and vegetables being purchased by landowner company Hides Alliance Group who provides catering services to the Hides Gas Conditioning Plant. Helping communities to manage the additional funds associated with income generating opportunities from improved agriculture and livestock management, is also an important component of the program.



Simberi Gold Mine

Market garden, mariculture projects, and rehabilitating cocoa production

Simberi Gold Company Ltd has worked with the main landowner company Simberi Mining Services (SMS) to start a market garden which provides produce to the camp and the broader community. It is also in discussion with the Fisheries College to start mariculture projects on Simberi. The company together with SMS are in the process of re-establishing commercial crops on the two plantations that Simberi Gold owns. The plantations are being cleared and replanted with cocoa and it is expected that by the end 2017 29,000 trees will have been planted.



Oil Search Limited

Agriculture and livestock training and management

Over the years, Oil Search have supported women in project areas by providing them start-up materials such as seeds and nurseries, technical advice on crop disease, rice and processing machinery, and basic business advice and training. In 2016, the company facilitated training in basic book-keeping and in food handling standards and safe packaging for eggs. They also supplied building materials for chicken pens, installed solar power for egg incubation (removing the need for smoky fires and someone to watch over them), and assisted with transport to market. The women have been supplying 40 cartons of eggs every fortnight to a local landowner catering company that has been managing Oil Search's messing facility since 2015.



Ok Tedi Mine

The total value of goods and service contracts sourced from PNG suppliers in 2016 by OTML was K285 million.

OTML is obligated under the Mining (Ok Tedi Agreement) Act to encourage participation of local business ventures from spin-off activities generated from the mine's operations. OTML is committed to the engagement of local and preferred area contractors that provide goods and services to the company, and has spent more than K200 million a year on contractors. OTML has now embarked on restructuring the management of its local and regional supplier contractors which will ensure that there is maximum benefits to businesses that have a wider local community representation.



Lihir Gold Mine

Supporting local companies through a wide range of contracts, and training

Newcrest Mining has provided almost 387 different contracts to local companies. These contracts include mining and earth moving, building and construction services, logistics and transport, security, camp services, janitorial, and labour hire. In early 2017, the company partnered with SME Corporation to deliver business development services to the local people and companies on the Island. The partnership has resulted in the creation of the Lihir Business Development Office (LBDO) which provides business advisory support on an ongoing basis as well as business development training programmes. The following programmes have already been delivered by LBDO within the first six months of its inception:

- Start Your Business (SYB) training programme
- Improve Your Business Training Programme - Basic Directors and Managers Course



Ramu Nickel Mine

Technical advice and training, management training, and contracts

Over the years, Ramu NiCo have sought to increase business opportunities for local landowner owned and other PNG owned business on the project. They not only hire local companies to carry out service contracts, but also play an active role in setting up and incubating local businesses. In some cases, interest free loans and technical advice have been provided.



KEY FACTS ABOUT SIMBERI GOLD'S AND NEWCREST LIHIR'S BUSINESS DEVELOPMENT INITIATIVES

- Simberi Gold provides its project area people assistance in setting up and registering companies, basic financial support (training, computer skills, invoicing etc), as well as operational training for contracts involving equipment. Safety and other training are provided free of charge and contractors are informed of all training both internally and externally facilitated by the company and encourage to attend free of charge. Other support includes subsidised flights on the company charter as well as free logistics from Lae to Simberi on the company chartered boat.
- Landowner and PNG based companies that are contracted to the Newcrest Mining Lihir project employ 3,236 locals.

Porgera Gold Mine

Supporting and training local entrepreneurs and companies

Barrick Niugini is helping local entrepreneurs and businesses grow by providing them financial training, and a focus on non-mining related business activities to ensure sustainability beyond the life of mine. The largest employers as a result of the project include Ipili Porgera Investments (IPI) Pty Ltd, Mapai Transport, Ipili Wanda Investments (IWI) Cleaning, EJ Sisters Limited, and GEPS Limited. The mine operation has also supported local women with US\$62,000 (K190,000) loans through the Porgera District Women's Association micro-credit scheme. It has also facilitated the delivery of financial literacy training to over 260 representatives of local businesses in the areas of governance, compliance, management, operations, conflict resolution and presentation of commercially viable business opportunities.



Oil Search Limited

Training and support for landowner companies and PNG businesses

In 2016, Oil Search spent almost US\$400 million (K1.2 billion) on supplier and contractor payments globally. Of that US\$84 million was to local PNG suppliers which included landowner companies. In 2016, to support the development of landowner companies and other enterprises within its host communities, Oil Search connected more than 180 interested business owners with representatives from the Bank of the South Pacific and the National Development Bank. In addition, basic book keeping training was provided to 15 business owners in host communities.



Simberi Gold Mine

Supporting and funding local companies

The company supports in excess of 30 separate landowner contracts, ranging from K1500 per month to contracts in excess of K500,000 per month. In addition to the individual clan based contracts, Simberi Gold has also invested a significant amount in setting up an overarching landowner company (SMS) that is jointly owned by the 10 major clans on the island. Landowner companies employ between 250 to 300 people on Simberi.



PNG LNG

Training and support for landowner companies and PNG businesses

Landowner companies supported by ExxonMobil PNG provide services such as labour hire, maintenance, transportation, fuel distribution, container freighting and vegetable supplies. Other PNG businesses are used for services including security, freight and logistics, transportation of personnel, food supply, customs clearance, surveying, maintenance supplies, medical services and construction material testing. These companies employ about 2,000 nationals. Also, the IBBM Enterprise Centre established by PNG LNG, supports PNG businesses, not just landowner companies, to develop capacity through training, business assessments and advisory, and mentoring services. To date PNG LNG has spent over K13.2 billion on services provided by PNG companies, of this K3.5 has been spent with landowner companies.



Ok Tedi Mine

96% of the 1,684 employees are PNG citizens and over K9 million spent on training in last 5 years

Training and development programmes provided to employees include:

- Front Line Supervisor Development Training
- Personal Development Programmes (Soft Skills)
- Statutory Compliance Training (Safety and Medical Emergency Response)
- Skills and qualification training programs (including National Trade Testing Board Trades Testing)
- Graduate, Apprentices and Community Support Training programs



Lihir Gold Mine

2,060 PNG nationals are employed directly by Newcrest Lihir with almost 600 being local Lihirians and New Irelanders. Over K81.1 million has been spent on training in the last five years.

Some of the training programmes offered to employees by the company include:

- NewSafe Leadership Program which is designed to help employees take the next step in building Newcrest’s safety culture. Its target is to achieve zero fatalities and life-altering injuries, or in other words “Sending every employee home safe and sound every day”.
- The business and computing program is designed for those who work in clerical or administrative areas of Newcrest Mining Lihir or with other business partners.
- Maintenance - The demand for these qualifications is high for training of new Newcrest Mining staff and staff of maintenance contractors.
- Competency-based training for process technicians. The programme is upskilling these technicians with the necessary metallurgical process techniques to operate safely and proficiently within any given area of Lihir’s Process Plant.



Ramu Nickel Mine

Providing internal and external training as well as facilitating landowners’ technical training

There are around 900 PNG nationals employed by Ramu with 90% of this total being locals from the project areas and Madang. Ramu NiCo provides its employees training in safety and health, risk management, supervisory skills, blasting, chainsaw operation, etc. for the purpose of improving the skills and competency of its workforce or other statutory bodies. The company has also facilitated landowners’ technical training at the PNG Maritime College in Madang. The training covers skills such as carpentry, welding, plumbing, and auto mechanics. Furthermore, several students from project impacted areas have been chosen to undertake further studies overseas under sponsorship of Ramu NiCo. The company in partnership with the PNG University of Technology as part of its Graduate Training Cooperation programme supports students for industrial training with Ramu NiCo. So far it has spent over K8 million in training.



KEY FACTS ABOUT BARRICK NIUGINI'S EMPLOYMENT AND TRAINING INITIATIVES

In support of its focus on developing local human resource, Barrick Niugini in 2016 started the Job Ready program. The program is aimed at identifying local candidates with the ability and potential to qualify as tradespersons and trainees in equipment and plant operations. It is part of the company’s ongoing efforts to give employment preference and opportunities to genuine local Porgerans from the Special Mine Lease Clans, Lease for Mining Purpose Clans and Porgera regional areas. Since 2016, 160 Porgerans have successfully passed through this program.

Porgera Gold Mine

Training of national staff, scholarships for employees

Since 1990, more than \$US42.9 million (K128 million) has been invested in skills development of the national staff including sponsorship 941 citizen employees to overseas institutions for full time studies or short term courses. In addition, 1,222 employees have benefited from education support to tertiary institutions within PNG. The project has 2,774 employees, of which 92% are PNG nationals.



PNG LNG

Runs an extensive training programme for its staff and graduates

The company has delivered more than 150,000 hours of training to staff since production began in 2014. This is in addition to the more than 2 million hours of training delivered during construction. Its total workforce is 2,500 with 82% being PNG citizens. Most of the operations training is conducted in-house at the LNG Plant and Hides Gas Conditioning Plant, and focuses on safety in the workplace and developing the workforce's technical skills, including building the capacity of operations and maintenance trainees and graduate engineers. Other examples of training include: standards of business conduct, work management, emergency response preparedness and cultural awareness.



Simberi Gold Mine

Training provided in domestic violence, women empowerment, frontline management, and health and wellbeing

Simberi Gold has provided to its employees, contractors and the local community a number of domestic violence initiatives as well as participating as a trial company in the Gender Smart Safety Program facilitated by the PNG Business Coalition for Women. This training was aimed at identifying gender related issues in the work place to ensure that appropriate business and operational practices were in place to reduce the risks of gender-based issues for women working in the mining industry. The company provides externally facilitated frontline supervisory, superintendent and manager training for staff either currently in a relevant role or for employees looking to further their career and advance to more senior roles in the company. In terms of health and wellbeing, its staff and contractors are trained and made aware of lifestyle diseases.



Oil Search Limited

Training aimed at increasing the number of PNG citizens in leadership roles

In 2016, the company introduced the Citizen Development Programme, a major staff training program aimed at increasing the number of PNG citizens in leadership roles by using a targeted approach that provides high-performing citizen employees with individually tailored development opportunities and pathways. The programme provides on-the-job experience, skills and capability training and ongoing support, including personalised leadership coaching.





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PAPUA NEW GUINEA MINING AND PETROLEUM CONFERENCE 2017

and Trade Fair

28 - 30 November

The Stanley Hotel, Port Moresby



EARLY BIRD REGISTRATION

Before 30 September

K1,800 - Chamber Members and Government
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K2,300 - Chamber Members and Government
K2,800 - Non - Members

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The event will inform delegates on current activities in the PNG mining and petroleum industry highlighting new developments, advanced prospects, new discoveries and exploration as well as economic and social achievements.

For further information, please contact:

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