



NEWSLETTER

2025 QUARTERLY UPDATE

By Paige Manoa





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Message from the General Manager



Fintan Lalor: General Manager

It gives me great pleasure to officially announce the release of our third company newsletter for 2025. This edition arrives at a time of celebration and reflection, as we look back on a truly remarkable quarter marked by achievements, challenges overcome, and the enjoyment of coming together during PNG's historic 50th Independence Jubilee.

At Oilmin, our mission has always been clear—to provide expertise and operational support by developing our people and systems, while remaining committed in our values of safety, transparency, and integrity. These values have guided us for over three decades, enabling us to build a trusted reputation with our clients, partners, and communities across the country.

This year has been particularly special, as we joined the nation in celebrating 50 years of independence. Our Oilmin Family came together in Port Moresby and Mount Hagen, marking the Jubilee with excitement, cultural pride, and unity. The celebrations were made even more memorable with the presentation of our inaugural Founders Award, announced and presented by Georgina and Declan Leahy who represented the shareholders and Board.

Reflecting on Oilmin's 32 years of operations, I am proud by how far we have come. From modest beginnings to becoming PNG's leader in field services, our progress is a testament to the hard work, resilience, and commitment of our people.

Yet, as we celebrate, we also recognise the importance of continuous improvement—strengthening our systems, diversifying our capabilities, and preparing for the opportunities and challenges that lie ahead.

As we look forward, I encourage each of you to remain inspired and committed to our shared vision. Together, we have the ability not only to grow as a company but to positively shape the lives of our people and the communities we serve. Thank you for your dedication and contribution to Oilmin's success. Let us continue to uphold our values, support one another, and move confidently into the future.

*-Fintan Lalor
O.M. Holdings Limited*



Exciting News: OM Holdings Is Launching BambooHR!

Dear Team,

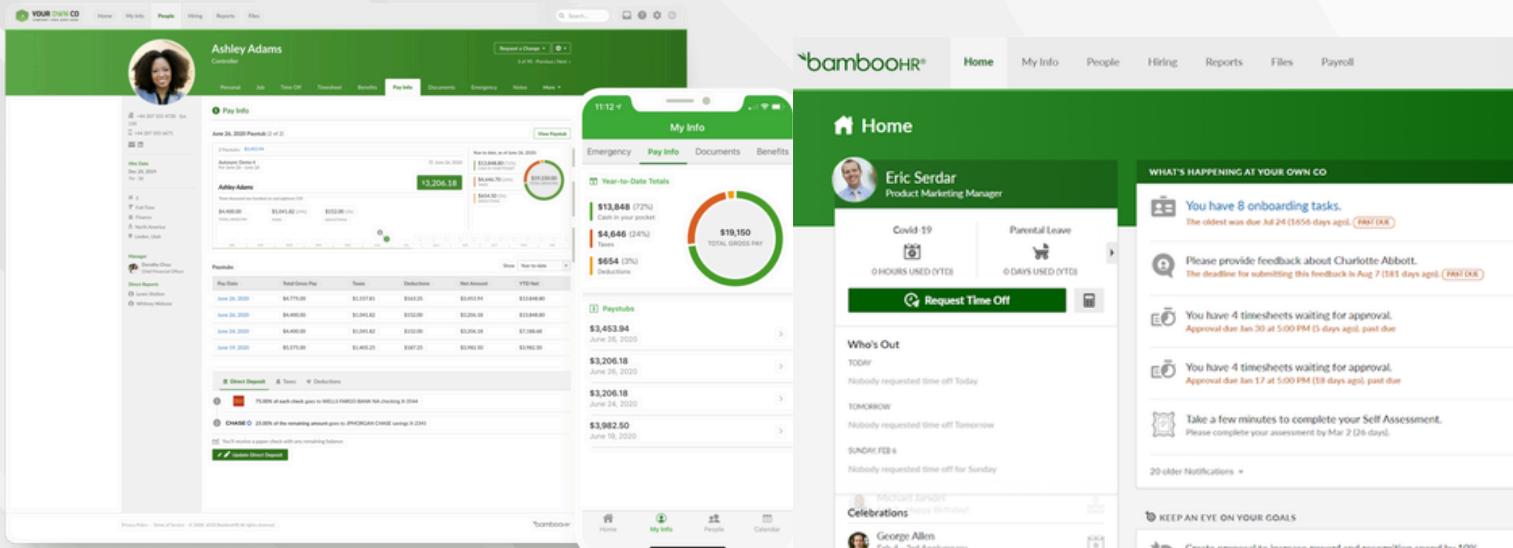
We're thrilled to share that O.M. Holdings Limited is taking a major step forward in modernizing our people systems: we will be rolling out BambooHR as our new human resources information system (HRIS). Over the coming weeks, you'll begin seeing this new platform in action, and we wanted to explain why we're doing this, how it will benefit everyone, and what to expect.

Why BambooHR?

Our current HR processes rely heavily on manual steps, multiple spreadsheets, and disconnected systems. That often means delays, duplicated effort, and a heavy administrative burden on our HR team — and friction for you, our valued employees. By contrast, BambooHR is a cloud-based, integrated HR software designed to centralize all employee data and automate many routine HR tasks. It gives us:

- One secure source of truth — employee records, leave balances, benefits, job history, documents, etc., all in one system
- Efficiency and time savings — fewer manual entries, less duplication, and automated workflows for approvals
- Better data visibility — real-time reports, dashboards, analytics to support smarter decisions
- Scalability — the platform grows with us; we can add modules (e.g. payroll, performance, benefits) as needed
- Employee self-service — empowered access for you to view and manage your own details (within permissions)

BambooHR is trusted by many organizations for reducing administrative overhead and enabling HR to shift from reactive tasks to strategic work.



Condolence Message



It is with deep sadness that we announce the passing of our long-serving and highly respected colleague, Mr. Malot Nanum, who passed away on the morning of 16 September 2025 at Mt. Hagen General Hospital.

Malot faithfully served Oilmin for 28 years, beginning his career with the company as a laundry attendant on a seismic project for Ramu Energy in Madang. He later transferred to Mount Hagen, where he secured a permanent position and remained a valued and dependable member of the team throughout his career.

Former Oilmin Operations Manager, Mr. Dick Padget, fondly recalls Malot as a colleague who was always dependable in times of need:

“He was not only a reliable team member but also a skilled part-time cook during busy periods, and a brilliant barista—his cappuccinos were legendary and will be sorely missed. Malot was always ready to help anyone without hesitation. I was pleased to see recent photos of him on the company website, looking well and happy, which makes the news of his passing all the more shocking.”

Throughout his many years with Oilmin, Malot exemplified professionalism, humility, and kindness. He was not only a colleague but also a friend to many, and his contribution to the company and to those whose lives he touched was truly immeasurable.

We extend our deepest condolences to the family, friends, and loved ones of our late colleague and friend, Mr. Malot Nanum, who will be deeply missed by all.

Oilmin hosts an Independence Celebration at Nature Park.



On August 29th, Oilmin employees from Cutler Point, Gerehu, Ogoa, and Nature's Café in Port Moresby gathered at Nature's Park for an early celebration of Papua New Guinea's 50th Jubilee Independence. The day began with preparations, some dressed in traditional attire, others had their faces painted, and a few rehearsed their speeches.

The celebration featured special performances from each site, showcasing cultural pride and unity. These presentations were accompanied by delicious food prepared by Nature's Café, lively fun, and a competitive volleyball match that brought everyone together.

This year's event held extra significance as it marked the 10th anniversary of the passing of Oilmin's Founding Father, the late George Leahy. In honor of his legacy, the Founder's Legacy Award was officially established, celebrating his vision and contributions to the company.





Independence Celebration in Hagen

Our team in Hagen had an early 50th Independence on the 30th of August, with Georgina and Declan Leahy proudly representing the company's shareholders and board.





**HAPPY 50TH
INDEPENDENCE
PAPUA NEW GUINEA**

Honoring a Legacy: The Founder's Legacy Award.



From left to right: Declan Leahy, Vicky Moab, Junior Pett, Michael Ope, Barry Mack and Georgina Leahy.

The Founder's Legacy Award was recently established to commemorate the 10th anniversary of the passing of OM Holdings Limited's founding Father, George Leahy, on 27th August, 2015. This prestigious recognition pays tribute to the late founder's vision upon which Oilmin was built.

The highly esteemed award honors long-serving individuals whose work has left a mark on the company's culture and success. The recipient and the nominees have embodied the company's mission and values through consistent leadership, mentorship, and hardwork they have put into the company.

Georgina Leahy (Shareholder and Director) and Declan Leahy (Operations Manager, Shareholder and Director) attended the event representing the shareholders, honouring the legacy of their late father. Their presence was a meaningful reminder of the company's foundations, while the heart of the celebration was dedicated to the employees. It was an occasion to acknowledge the years of service, commitment, and passion shown by the men and women who continue to carry the company forward. The atmosphere reflected both pride in the company's legacy and gratitude for the people who make its future possible. Georgina and Declan also had the honour of presenting the award to the winner, adding a personal and memorable touch to the event.

The nominees were:

1. Elias Turnakil (Construction Supervisor)
2. Gibson Lepani (Chainsaw Operator Supervisor)
3. Barry Mack (Camp Manager/ Community Affairs Manager)
4. Michael Ope (Mechanic (Heavy Deisel))
5. Max Aihi (Mechanic (Heavy Deisel))
6. Junior Pett (Mechanic)
7. Balau Alfred (Bridging Coordinator)
8. Vicky Maob (Deputy Procurement & Logistics Manager)
9. Mahuta Leva (Driver)
10. Kulu Karona (Driver)
11. Anna Poning (Senior Expeditor)
12. Karen Kave (Procurement & Logistics Manager)
13. Roger Kolen (Chainsaw Superintendent)
14. Henry Hangu (Bridging Coordinator)
15. Nahau Paru (Camp Manager (JPFSL))
16. Samuel Bob (Drilling Superintendent)

"CELEBRATING 50 YEARS OF PNG: A PARTNERSHIP IN PROGRESS"



Barry Mack was the recipient of the Founder's Award displaying exemplary leadership and commitment in his 13 years with the company, a Camp and Project Manager whose dedication, adaptability, and mentoring have made a lasting impact on Oilmin's operations and staff development. Kulu Korona was the first runner up for the award. He is a reliable and dedicated driver with 7 years of service at Oilmin, known for his strong work ethic, professionalism, and commitment to safety and teamwork, consistently going above and beyond to support the transport division and uphold the company's values. The second runner-up was Roger Kolen. Mr. Kolen is a Chainsaw Operator Supervisor with over 16 years of service, and is known for his strong leadership, resilience, and ability to manage complex field operations, consistently uniting teams and driving successful outcomes in challenging environments.

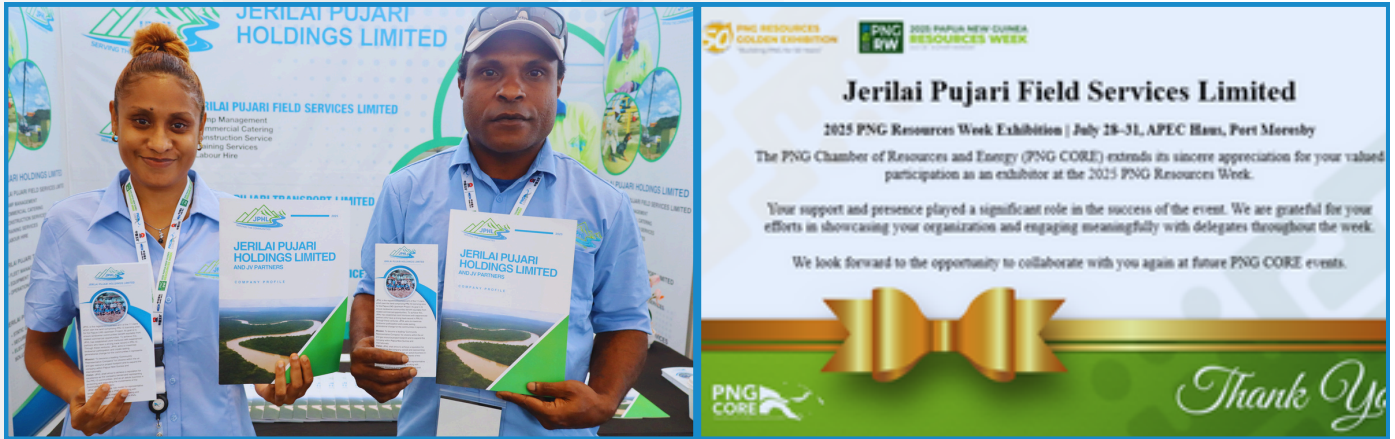
The Criteria for the award include:

- A minimum of 5 years of dedicated service to Oilmin Field Services.
- Proven leadership and mentorship throughout their careers.
- Significant contributions to multiple crucial projects or periods of the company's growth.
- Serve as a symbol of Oilmin's commitment to its mission and values.
- Has a reputation of integrity, excellence, and dedication.

The founder's legacy award is not only a recognition of service, but a celebration of the culture and success of Oilmin, and a tribute to those who carried forward George Leahy's vision with honor and commitment.



JPFSL at the CANCONEX 2025 under JPHL



Jerilai Pujari Field Services (JPJSL) was proud to attend the 2025 PNGCORE Resources week event with its partner company, Jerilai Pujari Holdings Limited (JPHL), held at APEC Haus from July 28th to 31st. Alongside its Joint Venture partners, JPJSL took the opportunity to showcase its diverse range of services and demonstrate its capabilities to key players in the Resources and Energy sector. The event served as a strategic platform for JPHL and its JV companies to connect with potential clients, build relationships, and highlight their contributions to Papua New Guinea's growing industrial landscape. The booth attracted interest from delegates, who engaged with the team to learn more about the various JVs and their services.



His Story



Taisi Suve
Head Chef



Born in 1977 in East New Britain, with ancestral roots in the Gulf Province, Taisi Suve grew up in a humble household as one of nine children. His early life was marked by struggle. With limited resources, his education ended abruptly in Grade 10, not for lack of ambition, but for something as simple as not owning a pair of school shoes. "I used to ask my older brother to buy me shoes," he says. "Eventually, I gave up."

Expelled from school for wearing slippers, Taisi turned to work at the age of 18, working with a company called PNG Printing and Stationeries, binding cheque books for Westpac and BSP. But his true turning point came in 2003 when he joined Lamana Hotel as a Kitchen Hand. With no formal culinary background, he learned entirely on the job. His devotion and willingness to absorb everything from senior chefs propelled him to Assistant Cook in just five months. What followed was a series of milestones that showcased both talent and tenacity. From preparing lobster on a private yacht for guests including a returning Australian soldier, who declared his sauce the "best" he'd ever had, to earning formal culinary qualifications (Certificate III in Commercial Cookery and Certificate IV in Hospitality), Taisi's growth was both organic and earned. In 2017, Taisi joined Oilmin Field Services (Oilmin), starting at Fly Camp and eventually moving to PRL15 Herd Base. Within a short time, he was promoted to Head Chef, later leaving briefly before returning to serve again at Wabo and Herd Base.

His big break came in 2023, when Taisi was entrusted with the role of Catering Manager, a proof to his leadership, consistency, and deep operational knowledge. Today, as Catering Manager at PRL15 Herd Base in Gulf Province, Taisi oversees catering for hundreds, manages food safety and hygiene standards, implements HACCP systems, and leads a diverse team under challenging field conditions. He continues to grow, currently completing a National Certificate 3 in Training and Assessment course at TAFE to mentor the next generation of chefs. Despite having had no formal education beyond Grade 10, Taisi remains humble and driven. "When I took up this position, I struggled," he shares. "I wasn't good with computers. But I asked for help, and the team at Oilmin and JPFSL were always there." Now a respected leader, Taisi's message is simple, sincere and a reminder that true hard work does not go unnoticed: "Humble yourself. Do what you can. There are always people watching."

His Story



Kaniso lapai
Assistant Cook



Today, Kaniso serves as an Assistant Cook at Nature's Café and Catering, Oilmin's Catering service. His journey reflects a steady and inspiring progression, driven by a strong work ethic, hands-on experience, and a deep commitment to learning and growth.

With over more than 15 years in the catering industry, Kaniso has built expertise in food preparation, safety, and operations. His reliability, attention to detail, and eagerness to develop professionally led to his well-deserved promotion in 2023. Along the way, he has completed an impressive range of certifications, including:

- Covid-19 Awareness Training
- Food Safety and Handling
- Grill Plate Operation
- Safe Chemical Handling
- Kitchen Utensil and Operation Training and more

These qualifications showcase his versatility and readiness to take on increasing responsibilities in the kitchen and JPFSL's commitment to the betterment of its employees,

Kaniso's aspiration is to one day become a Head Chef a goal that is well within reach given his experience, training, and dedication within JPFSL. His story is a shining example of our commitment to developing local talent and empowering individuals through opportunity and continuous support.

Kaniso Lapai began his career with Oilmin in 2009 in his home district of Baimuru LLG, Gulf Province. He started as a Kitchen Assistant at the the Wabo Camp, where he laid the groundwork for what would become a remarkable career in hospitality.

Her Story



Helen James
Chef



Helen James is a proud mother of one and the second-born among five siblings. She spent most of her life in Morata, Port Moresby, a place often seen as dangerous, but to Helen, it was home. She remembers it as a safe and lively community, filled with all kinds of people, and she enjoyed growing up in that environment. Her father was from Gulf Province and her mother from Central Province.

Helen's formal education ended at Grade 8 at St Therese Primary

School in Badili due to family struggles following her father's passing. The situation became so difficult that her family sought shelter at City Mission PNG's safe houses. Despite these challenges, Helen remained determined to build a better life. A pastor who had been close to her father helped her by writing reference letters, which led to her first job at Lamana Hotel in 2009. She started in housekeeping with no experience, just a willing spirit. Her dedication and performance earned her a move to the restaurant team, where she learned everything about her role. She later joined Oilmin as a steward at Napa Napa. When the contract ended, she was rolled over to IPI, where she progressed from dishwashing to preparing cold ladder salads. In 2020, she returned to Oilmin and worked at Herd Base, continuing to grow in her culinary journey.

Today, Helen works with JPFSL and describes the environment as one she truly enjoys. Her bosses and colleagues are supportive and feel like family. She's especially proud of her role as the vegetarian

chef, a position she initially found challenging but has since mastered.

She says, "I usually cook main courses, but vegetarian dishes were tough. They put me in that section, and now I'm so good at it they call me the vegetarian chef!" Helen credits her growth to the guidance she's received at JPFSL. "I've got good bosses at JPFSL. They've taught me so many things, and I've become better under their leadership. I never shy from asking them for help." Her journey from housekeeping to steward, to cold ladder prep, to cook, and now chef is a testament to her resilience, hard work, and pride in her achievements. "I'm so proud of myself. From housekeeping to chef under JPFSL."

Nature's Cafe Catering for PNGCore's CANCONEX Event:

Nature's Café and Catering is proud to announce the successful completion of its first major catering event at the 2025 PNG CANCONEX. Over the course of four days, our team delivered exceptional service and delicious catering to thousands of attendees.

- Morning and Afternoon Tea: Served to 4,000 attendees daily across the four-day event.
- Lunch Service: Provided 2,000 fresh and satisfying lunches throughout the event.
- Cocktail Function: Catered a special evening for 500 guests with a curated selection of canapés and beverages.

We are honored to have been part of this prestigious event and look forward to many more opportunities to serve our clients with excellence.





Nature's Cafe & Catering Prepares for HACCP Certification

In preparation for the Hazard Analysis Critical Control Point (HACCP) Certification, Nature's Cafe and Catering team participated in a valuable toolbox meetings led by Head Chef Andrew Tom, focusing on essential topics related to Critical Control Points (CCP) and Standard Operating Procedures (SOPs).

Key areas covered included:

- Proper procedures for chiller maintenance
- Fridge storage practices in line with HACCP (Hazard Analysis Critical Control Point) standards
- Best practices for preventing cross-contamination

These sessions play a crucial role in promoting food safety, reducing equipment-related hazards, and ensuring we meet health and safety regulations in our fast-paced kitchen environment.

By reinforcing safe food preparation and storage practices, this two-day awareness initiative reflects our team's commitment to delivering high-quality products and services to our customers.



Nature Café and Catering providing Work Experience for TAFE Hospitality Students



Port Moresby, Papua New Guinea
– August 8, 2025

Nature's Café and Catering was privileged to cater for the 4-day PNG Resources Week event held at APEC Haus from the 28th to the 31st of August. The event concluded with resounding success, showcasing the exceptional performance of TAFE students and the scale of operations that reached top-tier hospitality providers.

The event, which involved three days of intense preparation followed by four days of seamless service, delivered hospitality on an exceptional scale:

- Four fully operational buffet stations positioned throughout APEC Haus, keeping guests moving and plates full.
 - More than 2,000 buffet-style lunches served over the four days.
 - Freshly made morning and afternoon teas enjoyed by over 2,000 guests during the event.
 - An exclusive canapé service for 300 guests.
 - A huge culinary effort – over a tonne of meat and more than a tonne of fresh vegetables prepared, cooked, and served to delighted guests
- Nature's Café & Catering Manager, Dawson Patterson,

expressed his gratitude to the six students, highlighting their professionalism and adaptability throughout the demanding schedule.

“Considering the limited work experience the students have, they performed above and beyond,” said Patterson. “They were professional, receptive to guidance, and consistently met high standards in setup and service.”

The selected students for the event who served as Front of House and Wait Staff were Taffie Mugga Rabbie, Stephanie Toina, Wane James, Rosanna Sauka, Ro'ea Arara Are, Piam Timul, and Harry Pono. Ro'ea, who recently completed a Certificate III in Hospitality, reflected on the experience and shared,

“During PNG Resource Week, I discovered not just my passion for hospitality, but my purpose. Those four days revealed my potential, strengthened my character, and showed me that a life lived in service to others is truly worth living.”

Ro'ea also praised the Nature's Café and Catering team for their support and camaraderie, describing the environment as “open-minded, fun, and considerate,” and thanked senior staff for nurturing the team's growth.

In recognition of their efforts, all participating students were awarded certificates of appreciation. Mr. Patterson confirmed they would gladly welcome these students back for future events.



Staff Recognition and Training

New Joiners



Ludez Nigints
HR Coordinator



Taffie Mugga
Front of House (Casual)



Wendy Doa Tatua
Senior Accounts Payable Officer

Oilmin is delighted to extend a warm welcome to three new employees joining our organisation. Each individual brings a unique blend of skills, experience, and enthusiasm that will add value to their respective departments and contribute to our collective success. We're thrilled to have you on board. Welcome to the team!

Training: Tendering and Bidding Workshop

A tendering and bidding workshop was carried out by Mr. Clayton Leahy (Construction Manager) at Ogoa on the 25th of September, 2025. The purpose of the workshop was for the Uniformity of Work and Decentralisation of Quantity Estimation



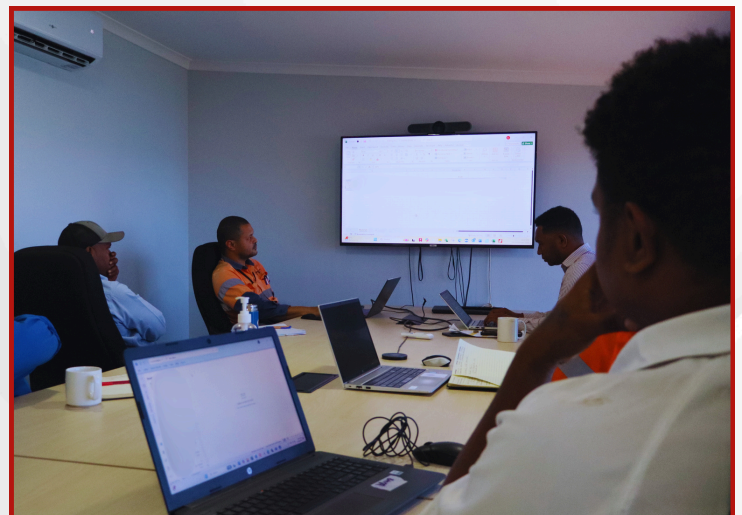
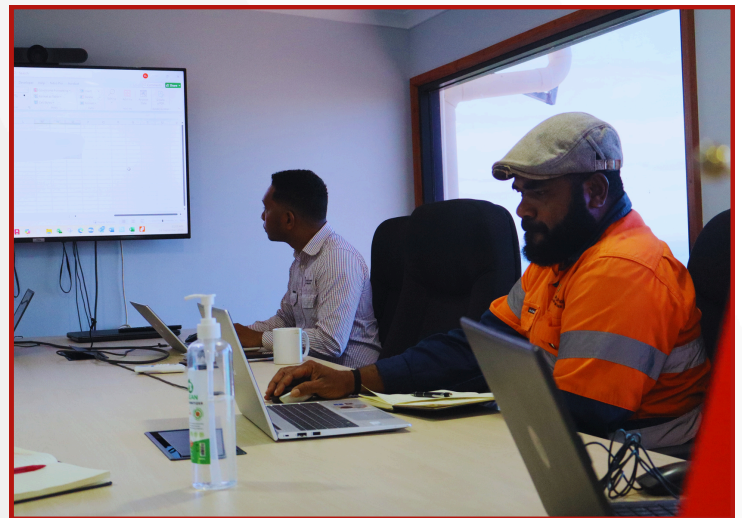
From left to right: Leo Fedilis, Barry Mack, Clayton Leahy, James Leia, Richard Sioni, Brenden Sawara.

Topics discussed:

1. Principles of Tendering/Bidding including the general document layout and content of:
 - a. Commercial Offer;
 - b. Pricing scheduling.
2. Scheduling using Microsoft Excel in relation to Microsoft Project;
3. Ezyhouse pricing schedule.

Personnel in attendance included Mr. James Leia (Business Development Officer). Mr. Barry Mack (Site Supervisor), Mr. Leo Fedilis Jnr (Construction Supervisor), Mr. Richard Sioni (Supervisor) and Mr. Brenden Sawara (Draftsman)

Mr. Clayton Leahy reflected on the workshop and stated that although it was brief, the idea was to communicate key points for Tendering and Bidding. He expressed, “ I believe this was achieved but I am always available to expand on any matters with the team.”



Health Talk: Why Getting Enough Sleep is Important

Sleep is an essential function that allows your body and mind to recharge, leaving you refreshed and alert when you wake up. Healthy sleep also helps the body remain healthy and stave off diseases. Without enough sleep, the brain cannot function properly, impairing your abilities to concentrate, think clearly, and process memories.



Sleep is essential for:

- **Physical health:** Supports immune function, cardiovascular health, metabolism, and hormone regulation.
- **Mental health:** Affects mood, stress levels, and emotional stability.
- **Cognitive performance:** Enhances memory, focus, decision-making, and creativity.
- **Growth and development:** Especially critical for infants, children, and teens.
- **Safety and alertness:** Reduces risk of accidents, especially when driving or operating machinery.

Recommended Sleep Duration by Age Group

Age Group	Age Range	Recommended Sleep Duration
Infant	4-12 months	12–16 hours (including naps)
Toddler	1-2 years	11–14 hours (including naps)
Preschool	3-5 years	10–13 hours (including naps)
School-age	6-12 years	9–12 hours
Teen	13-18 years	8–10 hours
Adult	18+ years	7+ hours



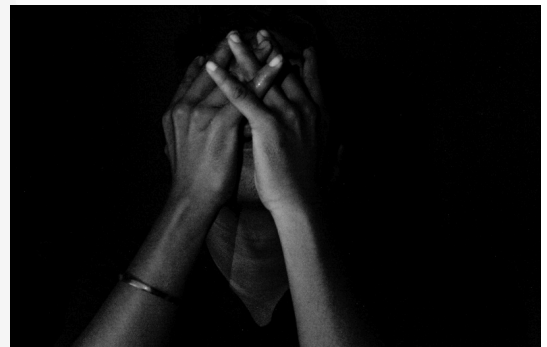
Factors That Influence Individual Sleep Needs

- Health conditions (e.g., chronic illness, sleep disorders)
- Daily energy expenditure (e.g., physical labor, sports)
- Mental demands (e.g., high concentration tasks)
- Lifestyle habits (e.g., caffeine use, screen time)
- Sleep quality (not just quantity)



How Sleep Recommendations Were Developed

- Created by a panel of sleep experts from the American Academy of Sleep Medicine.
- Based on hundreds of research studies linking sleep duration to health outcomes like:
 - Cardiovascular disease
 - Diabetes
 - Depression
 - Pain
- Endorsed by organizations such as the Sleep Research Society and American Academy of Pediatrics.



Tips to Improve Sleep Quality

- Stick to a consistent sleep schedule, even on weekends.
- Create a relaxing bedtime routine.
- Choose a comfortable mattress and bedding.
- Minimize light and noise in the bedroom.
- Avoid screens at least 30 minutes before bed.
- Limit caffeine and alcohol intake before bedtime.
- Track sleep habits using a sleep diary to identify patterns and issues.



Whether you're working in the office or out in the field, getting enough good sleep is key to doing your job well. Sleep helps you stay focused, make better decisions, and stay safe. It also supports your long-term health, so making sleep a priority is one of the best things you can do for yourself and your work.

For more information visit: <https://www.sleepfoundation.org/how-sleep-works/why-do-we-need-sleep>

**“WORK SAFE, THINK SAFE, HOME
SAFE, SWITCH ON.”**

Social Committee

The Social Committee extends its gratitude to everyone who contributed and participated in the following events:

- Staff Barbecue at Gerehu – held on 11th July
- 50th Jubilee Independence Celebration in Port Moresby and Mt.Hagen.
- Father's Day Luncheon

Your presence and support made each occasion truly special. Thank you!



Everyday Faces



Wearing a piece of their heritage with pride.



Everyone looking festive for the independence celebration.



These three legends standing behind PNG, in every sense.



Jnr Nelson and Ro'ea often ready with a cup of coffee as they believe no one is ready to take on the day until they have coffee.



George and Rosita always ready for the camera.



The Comedian Award of the Day goes to Mr. Graham Leo, because look at the laughter on Trevor and Nathan's faces.



No filters needed when you look cool as Gabby, Morgan and Adam.



A friendly but competitive volleyball game between Culter Point and Gerehu



Culter Point boys smiling like bosses one shot at a time.



Still standing after a hectic day at the PNG Resources Week.

Quote of the month

“Attitude is a little thing that can make big difference.”
-Winston Churchill, British PM 1940-1945

Winston Churchill was a British statesman, orator, and author who led the UK as Prime Minister during World War II, inspiring resistance against Nazi Germany. He is remembered for his leadership, speeches, and role in shaping post-war geopolitics.



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