



NEWSLETTER

2025 QUARTERLY UPDATE

By Paige Manoa





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Message from the Executive Director

Dear Team,

I am pleased to announce the release of the fourth and final issue of our company newsletter for 2025. This edition brings together highlights from across Oilmin, capturing the dedication, achievements, and spirit of our people throughout the year. It is both a record of what we have accomplished and a reminder of the values that continue to guide us forward.

Integrity, teamwork, and excellence remain at the heart of everything we do. These values are not just words; they are principles that shape our decisions, strengthen our relationships, and inspire us to deliver results that matter. As you read through this issue, you will see how these values have been lived out in projects, initiatives, and everyday actions across the company.

Looking back on 2025, we can be proud of the progress we have made together. We have completed important projects, expanded our capabilities, and shown resilience in the face of challenges. At the same time, we recognize that there is always room to grow. Innovation, collaboration, and investment in our people will continue to be key areas of focus as we move into the new year.

As we prepare for 2026, I encourage each of you to carry forward the same spirit of dedication and optimism that has brought us this far. The opportunities ahead are significant, and with our collective effort I am confident that we will achieve even greater success.

On behalf of the leadership team, I want to express my sincere gratitude for your hard work and commitment throughout the year. Finally, I wish you and your families a Merry Christmas and a joyful New Year. May this season bring rest, happiness, and renewed energy for the journey ahead.



*Warm Regards,
Peter Aitsi
Executive Director
O.M. Holdings Limited*

Oilmin & JPFSL at the PNGCoRE Investment Week



Oilmin and JPFSL proudly participated in the PNG Chamber of Resources & Energy (PNGCoRE) Investment Week 2025, held in Sydney from 8–11 December. Represented by Mr. Peter Aitsi, Mr. Peter Kerr, Ms. Vicky Moab, Mr. Fintan Lalor, Mr. Graham Leo, Mr. James Leia, and Ms. Rumbidza Maguma, our team joined industry leaders, investors, and stakeholders for four days of insightful discussions, networking, and knowledge sharing.

The event provided a valuable platform to showcase Oilmin's expertise in field services, strengthen partnerships, and explore opportunities. Through active engagement in conference sessions and conversations with global peers, our representatives highlighted Oilmin's commitment to innovation and collaboration, ensuring we remain at the forefront of developments in the industry.





Christmas Came Early for the Oilmin Family!

Christmas is a season that reminds us of the joy of being surrounded by family and the true art of giving. This spirit came to life at our company Christmas party, where we celebrated not just as colleagues, but as one big family.

On November 29th, the Oilmin family gathered at the Bluff Inn Motel for an early Christmas celebration.

The day was packed with memorable moments:

- Dajas set the tone with live music
- Leliu Events brought fun and excitement with games for both kids and adults
- Nature's Cafe and Catering treated everyone to a hearty lunch





Legacy Award

We also honored the dedicated men and women who have served Oilmin faithfully over its 33 years of operations by presenting them with Legacy Award rings, custom-made to mark their contributions.

The celebration wrapped up with full stomachs, joyful hearts, and plenty of shared laughter. A heartfelt thank you goes to the Social Committee, our staff, and their families—you made this day truly special.

Executive Director, Peter Aitsi and General Manager, Fintan Lalor gave out customise signet rings to 16 outstanding and loyal serving employees of Oilmin at the end of the event.



Exciting News: Nature's Cafe and Catering is now HACCP Certified



Nature's Cafe & Catering is proud to announce that it has recently been Hazard Analysis Critical Control Points (HACCP) Certified. This certification means our food safety practices meet globally recognized standards, giving our valued customers even more confidence in the meals we prepare.

From our Cafe and Catering Manager, Mr. Dawson Patterson, *"I would like to commend the entire team for their tremendous effort, dedication, and commitment in achieving our HACCP certification. This is a significant milestone for our facility, especially as it marks the first time both our operation and employees have undertaken this process. This achievement does not stop here; rather, it raises the bar for us to continually strive for higher standards in food safety, quality, and the reputation we hold in delivering the very best to our customers at the Cafe and during catering. Looking ahead, we anticipate more in-house training and upskilling opportunities for our workforce throughout 2026, as we remain committed to continuous improvement and professional development."*

I am extremely proud of the team's efforts and the standard of work demonstrated throughout this journey. Lastly, I would like to sincerely thank the Management for their continuous support, guidance, and trust, which played a vital role in enabling this success."

We look forward to serving our valued customers with even greater confidence, care, and excellence in every meal we prepare.

Nature's Café and Catering at the 44th Pacific Island Law Officers Network Annual Meeting,

Nature's Café and Catering was honored to provide full-service catering for the 44th Pacific Island Law Officers' Network (PILON) Annual Meeting at APEC Haus. Over four days, our team served more than 200 participants daily with morning tea, lunch, and afternoon tea.

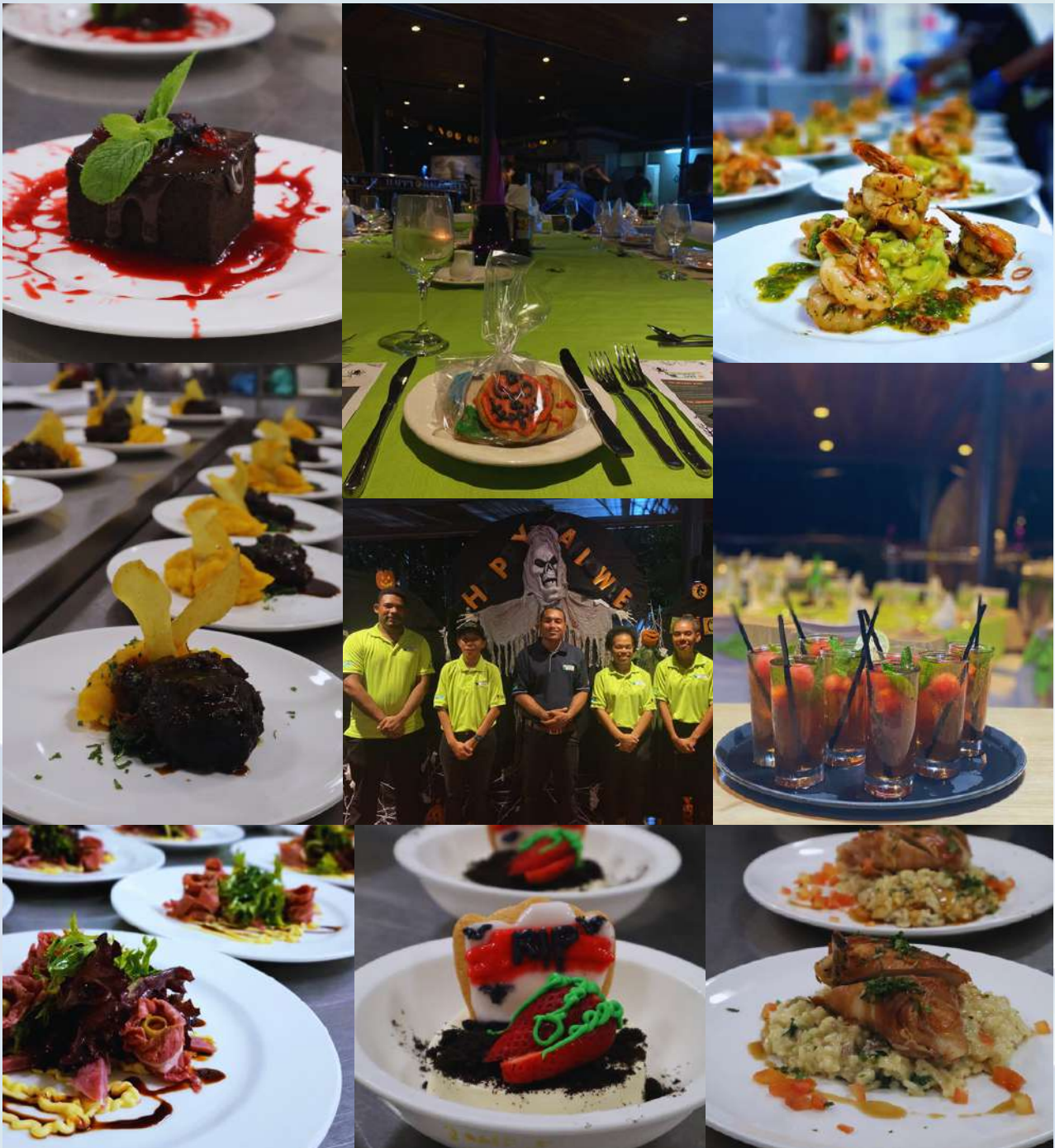
Like any large-scale event, there were ups and downs along the way — but the team's determination, adaptability, and commitment to excellence ensured that challenges never stood in the way of success. By pressing on and supporting one another, the crew delivered fresh, high-quality meals and kept guests well-fed and energised throughout the conference.

It was a privilege to support such a prestigious gathering, and we look forward to continuing to serve Papua New Guinea's leading events with the same dedication and care.



Catering for a Cause: Nature's Cafe & Catering at Port Moresby's "Night Eyes" Event

On October 31st, Nature's Cafe proudly served a delicious three-course meal and drinks at the Port Moresby Nature Park for the spooky "Night Eyes" Corporate Halloween Evening. Guests enjoyed an enchanting night of food, fun, and festivities – all in support of charity.



Six New TAFE Students Join Nature's Café Team to Cater the 2025 Inaugural Pacific International Conference



Building on the success of their engagement during PNG Resources Week, Nature's Café and Catering once again partnered with the IEA College of TAFE to provide hands-on industry experience for hospitality students. From 24–26 November, six new students joined the team at APEC Haus to deliver catering services for the Institute of Internal Auditors of Papua New Guinea during their Inaugural Pacific International Conference.

Over the three-day event, the students helped serve 200 participants daily with freshly prepared morning tea, lunch, and afternoon tea. Their professionalism and teamwork ensured smooth service and contributed to the overall success of the conference.

A special acknowledgment goes to the Front of House team:

- Karen Ngaffin – Diploma in Tourism and Hospitality Management
- Grace Ewald – Certificate II in Cookery
- Saileen Leo – Certificate II in Cookery
- Anthony Leoky Tapakau – Undergoing Certificate II in Kitchen Operations
- Stephanie Bebetenu – Certificate II in Cookery
- Henry Paul – Certificate II in Cookery

Nature's Café and Catering is proud to continue offering opportunities for TAFE Hospitality students to gain real-world experience in large-scale catering. Their dedication, adaptability, and enthusiasm reflect the growing strength of Papua New Guinea's future hospitality workforce.

This latest milestone reinforces the organisation's commitment to nurturing young talent while delivering exceptional service at high-profile events.



OUR PEOPLE

James Hayago's Journey of a humble beginning to years of service with Oilmin

“I love this job. Oilmin is not just a workplace, it's a family.”

From the rugged mountains of Koroba in Papua New Guinea to supervising warehouse operations at Oilmin, James Hayago's journey is a testament to hard work, adaptability, and loyalty.

James grew up in Koroba, Hela Province, attending Koroba Community School and later Koroba High School, completing Grade 10 in 1985. With no further study opportunities, he spent ten years in his village before courageously moving to Port Moresby in search of work—a decision that changed his life.



His first job came unexpectedly after helping a friend build a fence. Without an interview or paperwork, James was offered a position as an admission clerk at Port Moresby General Hospital. “That is your office, go sit down and start work,” he recalls with a laugh. His honesty and willingness to work opened doors, leading him to Yuwan Fisheries as a sailor. Despite no experience at sea, his determination impressed the captain: “Because you are honest, I'll try you,” James remembers.

In 2011, James joined Oilmin as a casual worker unloading cargo. His strong work ethic quickly earned him a supervisory role. Over the years, he mastered forklifts, telehandlers, and heavy machinery, eventually becoming Warehouse Supervisor. For James, Oilmin is more than a workplace—it's family. “I love to work with Oilmin. I'm happy to be here for the rest of my life,” he says.

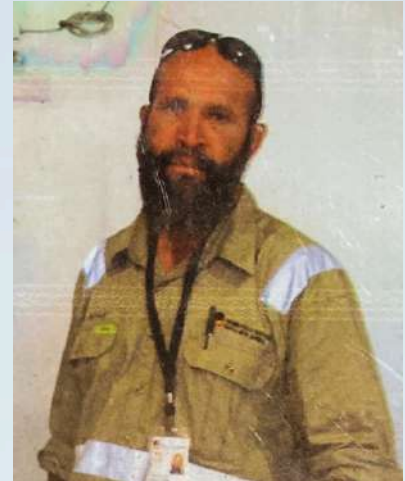
James credits colleagues like Vicky Moab and Karen Kave for their support and gives back by mentoring new employees on safety and care for company property. His dedication was evident when Oilmin helped him during a personal crisis in 2014, providing time off and transport after he was evicted from his home.

Outside work, James enjoys gardening, house maintenance, and reading. Reflecting on his 15 years with Oilmin, he says, “I learned painting, plumbing, carpentry, electrical work, and machine operation. I was lucky to join this company.”



OUR PEOPLE

James Hayago's Journey of a humble beginning to years of service with Oilmin



His advice to young employees: "Jobs are limited in PNG. If you're inside the gate, don't let the company push you out. Show that you love the work."

James remains grateful to Oilmin's leadership and looks forward to continuing his service. His story reminds us that success is built on honesty, hard work, and the willingness to grow. Thank you, Mr. James Hayago, for your dedication and 15 years of service.



Read James' Full story on our Facebook and LinkedIn Pages



OUR PEOPLE

From Admin Assistant to Deputy Procurement and Logistics Manager

“Coming from a broken home has taught me that the definition of family can change but the importance of love, resilience and finding happiness remains constant”

Raised in Port Moresby by her grandparents, she developed adaptability and optimism that continue to shape her career and leadership.

Vicky began her career at Oilmin in April 2014 as an Admin Assistant. After returning in 2019 with renewed focus, her eagerness to learn helped her rise to Deputy Procurement and Logistics Manager. Funded by Oilmin, she graduated with a Mini MBA from the Australian Institute of Management, completed leadership programs, and is pursuing a bachelor's degree in business management through Divine Word University.



Her proudest achievement was the recent KPHL Seismic project where she was expeditor in charge of all procurement of camp requisitions. She also values her role in the Social Committee, ensuring events run smoothly and families enjoy happy, smiling children. Vicky takes pride in training new staff in the Asset Warehouse and Management System (AWMS), reflecting her commitment to mentoring and team development. Her leadership style is based on trust, fairness, teamwork, and open communication.

Outside of work, Vicky is a devoted mother of three. She enjoys traveling, continuous learning, and draws inspiration from Ben Carson's Gifted Hands: *“Success is determined not by whether or not you face obstacles, but by your reaction to them.”* She credits her mother as her greatest influence, teaching her the importance of empathy and people skills in business.

Vicky is focused on self-improvement and stronger collaboration between procurement, logistics, and other departments. Her advice to future leaders: never give up, always be one step ahead, and lead with kindness.





OUR PEOPLE

Training Empowers HSE for Safer, Smarter Workplace.

Two Oilmin Health, Safety and Environment (HSE) Officers, Ms. Kipsie Piele and Mr. Donald Jimlake, are undertaking the TAE40122 Certificate IV in Training and Assessment online through the Healthy Business Training Academy in Australia. The program, which began on June 9, 2025, is delivered both in Papua New Guinea and online, and aims to strengthen their ability to train, assess, and build workplace competence, which are key elements of strong HSE performance.

The training equips participants with tools to design, deliver, and assess structured workplace training, ensuring workers are not only compliant but also confident in applying safe work practices. Both officers shared that the program has reshaped their view of workplace safety.

Kipsie emphasized that safety is not just about compliance but about ensuring people are competent and confident in their daily tasks. Donald highlighted how effective training and assessment practices empower employees to make safe decisions every day.

They plan to apply their learning by improving how safety knowledge is shared on site. Kipsie intends to deliver structured training that promotes safety awareness and competence among her colleagues, while Donald aims to enhance toolbox talks and refresher sessions by introducing clear learning outcomes, step-by-step instruction, and hands-on demonstrations.

As they near completion of the program in June 2026, both expressed pride in their personal and professional growth.





OUR PEOPLE

Training Empowers HSE for Safer, Smarter Workplace.

Kipsie noted improvements in communication, planning, and documentation skills, while Donald highlighted gains in technical knowledge and confidence in delivering structured training.

Upon completion, Oilmin will benefit from having certified in-house trainers and assessors who can deliver consistent, competency-based HSE training, strengthening internal capacity and reducing reliance on external providers.

Both participants agreed that the true value of the program lies in fostering a culture where safety is learned, practiced, and shared. As Donald put it, “Good training is not just about giving information, it’s about empowering people to think safely for themselves and those around them.”





STAFF RECOGNITION AND TRAINING

Recently Joined



Mr. Steven Kaman
Project Estimator



Mr. Bryan Ame
Site Manager in NSL Bush
Wara



Ms. Georgina Leahy
Finance Manager



Mr. Glenison Kiripe
Draftsman

Oilmin is pleased to welcome four new members to our organisation. Each brings valuable skills, fresh perspectives, and enthusiasm that will strengthen their departments and support our shared goals.

We look forward to working together and achieving great success. Welcome aboard!



STAFF RECOGNITION AND TRAINING

Training: Safe Chemical Handling Success

We're proud to share that sixteen of our staff from Ogoa, Gerehu, and Nature's Cafe & Catering have successfully completed Chemical Handling Training with Napoleon Parau from Wimble.

Training Highlights:

1. On 19th November, the session was held at Gerehu, with staff from both Ogoa and Gerehu participating.
2. On 20th November, the training continued at Nature's Cafe, where six staff members took part.

The training covered essential workplace safety topics including:

1. Proper use of PPE
2. Safe working procedures
3. Correct chemical-mixing methods
4. First-aid responses to chemical incidents
5. Important dos and don'ts when handling chemicals

Why This Matters

By covering these topics, your staff gained:

1. Practical skills to handle chemicals safely and confidently
2. Knowledge of emergency procedures to protect themselves and others
3. Awareness of regulations to ensure compliance and avoid penalties
4. Commitment to safety culture, reducing risks across all operations

In order to successfully be certify, our staff sat for a short quiz to confirm their understanding.





Health Talk: Digital Wellness & Healthy Communication Habits

In today's fast-paced work environment, the way we communicate both online and in person has a powerful impact on our overall well-being. With messages, updates, and conversations happening constantly throughout the day, it's easy for information to spread quickly and for misunderstandings to build. That's why practicing digital wellness and healthy communication habits is essential for maintaining a positive, supportive workplace.

Healthy communication isn't just good for team morale—it directly affects stress levels, job satisfaction, and even productivity. Simple shifts in how we interact can help create a calmer, more respectful environment for everyone.

Here are a few habits that make a meaningful difference

- 1. Pause Before Responding:** A brief moment to breathe and reflect can prevent unnecessary tension and keep conversations constructive.
- 2. Choose Clarity Over Assumptions:** Clear, direct communication reduces confusion and helps teams work more smoothly. When unsure, it's always okay to ask for clarification.
- 3. Keep Conversations Purposeful and Respectful:** Focusing on facts, solutions, and shared goals helps maintain a positive tone both in person and online.
- 4. Use Digital Channels Mindfully:** Messages spread fast, so being intentional about what we share and how we share it can help keep the workflow focused and supportive.
- 5. Practice Active Listening:** Giving full attention, whether face-to-face or online shows respect and strengthens team relationships.

Why it matters

When we communicate with intention, we create a healthier environment for ourselves and the people we work with. Positive interactions reduce stress and help everyone stay motivated and engaged. By practicing mindful communication, we contribute to a workplace culture where all voices feel valued, teamwork thrives, and well-being comes first.

As we head into the final quarter, let's continue building habits big and small that support not only our personal health but the collective health of our workplace community.





Social Committee

The Social Committee extends its sincere gratitude to all who contributed to and participated in our recent events:

- Pinktober – 19 October
- 2025 Melbourne Cup at Hilton – 4 November
- Cheshire Cleanathon – 16 November
- Christmas Party – 19 November

Your presence and support were instrumental in making each occasion a meaningful and memorable success. We deeply value your engagement and look forward to your continued participation in future initiatives.



Everyday Faces



Kepano and Gideon sleighing the snowman photobooth with style.



Secret Santa not so secret anymore with Eluh and Ludez.



A perfect group shot, plus a surprise appearance by Richard and Junior Leo.



When James Leia saw this picture: "sapos Rich les lo construction wok, em ken kamap modell!" Translation: "If Rich doesn't want to work in construction, he can always try modelling"



Santa called... he wants an invite to this table!



Junior Leo and his 2 body guards.

Everyday Faces



Smiles so real, filters got jealous



Brother-sister bond, captured perfectly.



Daniel photobombing the youngsters like a boss



Elizabeth and Julie knows that one is never fully dressed without a smile

Quote of the month

”

The way to get started is to quit talking and begin doing.

-Walt Disney

”



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