



Group Objectives and Targets 2008 - 2009: Status at End Q2-09

+61 2 9209 4160 t  
 +61 2 8374 5060 f  
 www.anmea.com w  
 info@anmea.com e

Legend:

- = Target on track (or target met)
- = Target slipping, but recoverable
- = Target not on track

#	Action	Action Party
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**Strengthen your business by providing practical solutions for managing your environment, health, safety and community opportunities and risks**

1.1	Develop and maintain Competence Profile for each job position	AM AMS
1.2	Professional Development Plan in place for each individual	AM AMS
1.3	Maintain certification of MS audit training program, incorporating RABQSA-TL and RABQSA-OH components	AM

**Lead by our own example (apply our values)**

2.1	No breaches of our Principles	AM AMS AMWA
2.2	Formalise and communicate process for reporting and responding to potential breaches of our Principles	AM
2.3	Communicate Business Principles to employees and contractors	AM
2.4	Conduct quarterly reviews of Business Plan and issue updates to team	AM AMS
2.5	LTIFR = 0	AM AMS AMWA
2.6	All employees able to identify hazards and threats in their workplace and able to suggest appropriate controls	AM AMS
2.7	Develop a database for HSE hazards, effects and controls	AMS
2.8	Complete an inventory of 07/08 carbon emissions and purchase offset	AM
2.9	Obtain carbon-neutral certification by external party	AM
2.10	Complete an inventory of 08/09 carbon emissions	AMS
2.11	Develop and implement a Group-level business control framework	AM
2.12	Develop and issue an An Mea Brand Policy, and revise the supporting Corporate Style Guide	AM
2.13	Revise the Remuneration Policy to make it applicable to all An Mea Group companies	AM
2.14	Develop an assurance process based on independent audit and a letter of compliance with relevant laws and our Principles	AM
2.15	Issue a Letter of Compliance with relevant laws and our Principles (covering 06-07 period)	AM AMS AMWA

**Help communities to think and act in a sustainable manner**

3.1	Match 07/08 funding for Eco-Zone / Wakakirri	AM
3.2	Contribute \$US 15,000 - in cash or in kind - to a local community sustainability initiative	AMS
3.3	Achieve greater than 50% Russian Nationals as full-time employees	AMS
3.4	Publish 07-08 Annual Report	AM

**Provide a fair return for our investors and a fair reward for our people**

4.1	Commercial in confidence	AMS
4.2	Win SEIC HSE Services ISP Contract	AMS
4.3	YIC to declare a profit for the 08/09 financial year	AMS
4.4	Commercial in confidence	AMS
4.5	Deliver a minimum of 2 RABQSA-certified audit training courses in 08/09	AM
4.6	Declare a profit for 08/09 of A\$ 80,000 or greater	AMWA
4.7	Declare a profit of greater than A\$ 400,000	AM
4.8	Commercial in confidence	AM
4.9	Commercial in confidence	AMWA
4.10	Repay all shareholder loans	AM
4.11	Establish one, new services contract in Australia of A\$ 100,000 value or greater	AM
4.12	Establish a presence in Perth	AM
4.13	Establish contract (value of \$A 50,000 or more) with 1 new Shell client	AM

Status	Comments
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<span style="color: yellow;">●</span>	Competence profiles developed for some - not all. 2009/10 bus plan to include review of current PDP process and CA&A process
	N/A
<span style="color: yellow;">●</span>	2009 Year End process done for some - not all. 2009/10 bus plan to include review of current PDP process and CA&A process
	N/A
<span style="color: green;">●</span>	Annual audit successfully completed in Aug-08 and certification maintained. 2009/10 business plan to review need for ongoing maintenance.

<span style="color: green;">●</span>	No breaches.
	N/A
<span style="color: green;">●</span>	No breaches.
<span style="color: red;">●</span>	Not done. Consider as part of 2009/10 business plan
<span style="color: green;">●</span>	Done. 2009/10 business plan to consider developing formal comms pack.
<span style="color: red;">●</span>	Conscious decision to abandon and replace with monthly "survival" message.
	N/A
<span style="color: green;">●</span>	No LTIs. TRCF = 0
	N/A
<span style="color: green;">●</span>	No LTIs. TRCF = 0
<span style="color: green;">●</span>	All employees trained. Include training in An Mea training matrix 2009/2010.
	N/A
	N/A
<span style="color: yellow;">●</span>	Inventory complete. Offsets not yet purchased.
<span style="color: green;">●</span>	Recommended for certification. Awaiting formal notification.
	N/A
<span style="color: red;">●</span>	Consider as part of 2009/2010 business plan
<span style="color: yellow;">●</span>	Draft developed July 08. Awaiting management review/comment. Consider as part of 2009/2010 business plan.
<span style="color: green;">●</span>	Updated. Needs Board approval and web page update.
<span style="color: red;">●</span>	Not done. Consider as part of 2009/10 business plan
<span style="color: red;">●</span>	Not done.
	N/A
<span style="color: red;">●</span>	Not done.

<span style="color: green;">●</span>	Commitment made. Payment due October 09.
	N/A
	N/A
<span style="color: red;">●</span>	Not done

	N/A
	N/A
	N/A
	N/A
<span style="color: red;">●</span>	No training courses delivered.
<span style="color: red;">●</span>	Not achieved.
<span style="color: red;">●</span>	Not achieved.
<span style="color: red;">●</span>	Not achieved.
<span style="color: red;">●</span>	Not achieved.
<span style="color: green;">●</span>	Substantially re-paid.
<span style="color: red;">●</span>	Not achieved.
<span style="color: green;">●</span>	Done.
<span style="color: green;">●</span>	PDO HSE MoC contract