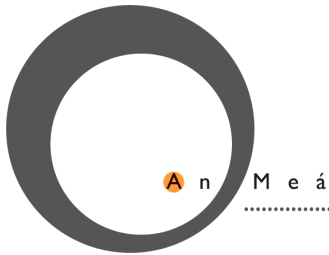


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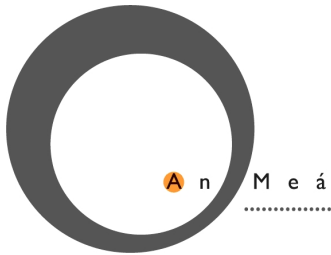
Objectives and Targets 2010-2011

Strengthen your business by providing practical solutions for managing risks and for addressing sustainable development opportunities.			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Our People	Implement structured personnel competence assessment and development.	<ul style="list-style-type: none"> Professional Development interviews for all staff (Dec 10) and (Jun 11). Develop and maintain a Competence Profile and update the Training Matrix for each new staff member. 	<ul style="list-style-type: none"> We are a team of about 20 highly motivated, talented and competent people who thrive in an environment of challenge and change. We are committed to our values, our business and to each other. Our employees and contractors are proud to be part of our organisation, and we are viewed as an employer of choice by senior experts and those in the early stages of their career alike. Our Human Resources practices are regarded as a model for small business. Cultural and professional diversity is a strength of our team. We provide practical experience and employment opportunities for people who live in the countries in which we operate, both on local projects and international projects. The founding Directors do not manage the day-to-day activities of the business, focusing instead on setting strategic direction and overseeing management activities.
	Staff retention	<ul style="list-style-type: none"> No staff lost to clients. 	
	Provide adequate resources to achieve business goals.	<ul style="list-style-type: none"> Open a staffed office in Brisbane (Jun 11). Provide adequate office accommodation at least 5 people in Perth (Sep 10). 	



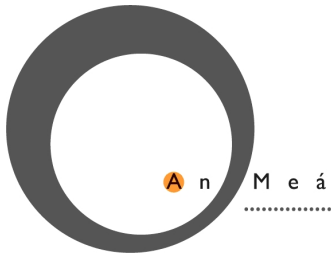
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Strengthen your business by providing practical solutions for managing risks and for addressing sustainable development opportunities. (cont'd)			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Services & Products	Expand Hazard Management product range (develop IP, maintain IP, wholesale IP, provide support for retailers)	<ul style="list-style-type: none"> Commercialise Haz & Zard: Hands On Training (Sep 10) Finalise Hazard Management training course materials. 	<ul style="list-style-type: none"> We are recognised as a leader in the field of innovative HSE and Sustainable Development consulting to Shell worldwide, and to the oil & gas industry more broadly in the Asia-Pacific region. We are developing a similar reputation in other industry sectors in the Asia-Pacific region. HSE and Sustainable Development professionals in the oil & gas industry can pronounce our name.
Research & Development	Expand product range.	<ul style="list-style-type: none"> Develop and commercialise an HSE MS product for SMEs. 	<ul style="list-style-type: none"> Our R&D activities continue to drive our innovation. 50% of our revenues are derived from products or services that did not exist in June 2004. We are very accomplished in leveraging partnerships and sourcing funding to help our R&D efforts. People bring their ideas to us because we are good at developing them and bringing them to market. We maximise the value of intellectual property generated through our R&D activities by identifying, protecting and commercialising the IP.



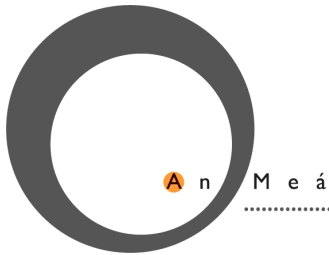
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Lead by our own example.			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Business Principles	Maintain and strengthen the integrity of our business.	<ul style="list-style-type: none"> No breaches of our Principles. Formalise and communicate process for reporting and responding to potential breaches of our Principles (Dec 10) 	<ul style="list-style-type: none"> Our employees, contractors and business partners understand our Goals and Values and how they drive our Business Principles. Our brand, culture and behaviour reflect our Business Principles. People feel comfortable in raising any concerns or asking questions about how our Business Principles are applied, and we have processes in place to report, investigate and respond to potential breaches. We provide appropriate resources (management, administrative, information systems) to allow our people to implement our Business Principles, and to work effectively and efficiently 24 hours a day, every day of the year, anywhere in the world.
Respect for People	Maintain internal communications and build team spirit.	<ul style="list-style-type: none"> Conduct quarterly reviews of Business Plan and issue updates to team. Review Vision 2010 achievement and establish 2020 Vision with stakeholder involvement (Dec 10). 	<ul style="list-style-type: none"> We are an organisation recognised for encouraging debate and sharing ideas freely in an environment of respect for others' points of view, and for our willingness to constructively share our opinions. Our employees feel that they are part of a supportive team, are supported in developing their skills and capabilities, are engaged in helping shape our business objectives, are informed about business plans and performance, are empowered to act and make decisions, are appreciated for good work and are competitively rewarded.



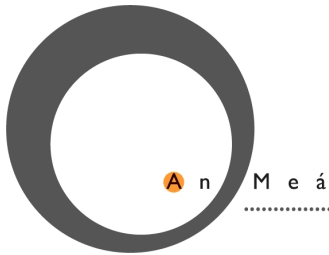
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Lead by our own example (cont'd)			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Health, Safety and Well Being	Provide a safe and healthy workplace.	<ul style="list-style-type: none"> • LTIFR = 0. • Conduct safety and environment assessment on Perth office (Dec 10) • HSE Plan in place for all contracts signed after 1 Jan 2011 	<ul style="list-style-type: none"> • We have never lost a workday through staff or contractor workplace-related accidents or illness. • We maximise opportunities to provide a flexible work environment that enables our employees to best manage achieving a balance between their work and personal demands.
Environmental Protection	Minimise our environmental impact.	<ul style="list-style-type: none"> • Retain external certification of our carbon neutrality under the NCOS. 	<ul style="list-style-type: none"> • We identify our environmental impacts, develop and implement performance improvement plans, measure, periodically review and openly report our environmental performance. • Our net production of CO2 is nil. • We provide environmentally sound solutions for our customers. • Our employees and contractors are applying sound environmental practices at home.



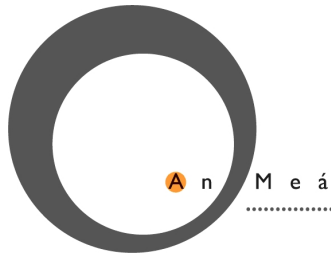
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Lead by our own example (cont'd)			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Business Integrity	Develop and implement a robust governance framework.	<ul style="list-style-type: none"> • Develop and implement a Group-level business control framework (Dec 10). • Develop and issue an An Mea Brand Policy, and revise the supporting Corporate Style Guide (Dec 10). • No outstanding audit actions older than 12 months (Jun 11). • Develop and implement an audit plan. • Issue a letter of compliance with relevant laws and our Principles (Sep 10). 	<ul style="list-style-type: none"> • Throughout our organisation – at Group level and at operating business level - we apply appropriate systems of internal control to manage business risks and to achieve business objectives, and we review the effectiveness of these controls. • Our support systems (e.g. administration, HR, finance, IT) are efficient and fit-for-purpose, the data generated is accurate and the security of these systems is maintained. • We are a model of business integrity noted for our honesty, transparency, respect and professionalism. Our managers promote, by sound leadership and good example, a workplace environment in which legal compliance and ethical conduct are always expected. • We have never accepted or offered a bribe, never made a payment to a political party, never been involved in any anti-competitive behaviour, and we openly declare potential conflicts of interest. • We comply with all applicable laws (e.g. tax, competition, HSE, immigration, Corporations law) and report compliance status openly.



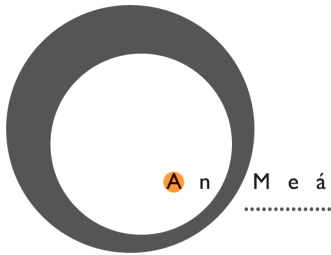
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Help communities to think and act in a sustainable manner.			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Meet our obligations to the community	Contribute to the development of our local communities.	<ul style="list-style-type: none"> Match 2010 funding for a community initiative in 2011. 	<ul style="list-style-type: none"> We are an active member of, and invest in, each of the local communities in which we operate – providing employment opportunities for local residents, encouraging local companies to become our suppliers, and actively supporting community education programs. Our community activities extend beyond our immediate neighbours to regional, national and international initiatives. We are not philanthropists (i.e. we do not give money away) - our support for any initiative is “hands on”. We provide our experience to the right causes on a pro bono basis. Our employees and contractors are active in their own local communities. Eco-Zone* is one of the leading tools for delivering environmental education to all Australian children (K-Y6), aligned with Federal and State Government environmental education strategies. <p><i>* Eco-Zone is a not-for-profit organisation that develops the competence of Australian children, and through them the broader community, to think and act in an environmentally responsible manner.</i></p>
	Provide open and frank disclosure about our business performance.	<ul style="list-style-type: none"> Publish an Annual Report for 09-10 (Sep 10). 	



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Provide a fair return for our investors and a fair reward for our people.			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Commercial Success	Consolidate revenue and profitability.	<ul style="list-style-type: none"> • Commercial in confidence • Declare \$400,000 profit • Commercial in confidence 	<ul style="list-style-type: none"> • We are an organisation that firmly believes commercial success is the basis for sustainable development, but acknowledge that the ends must be justified by the means. The success of our business demonstrates this. • The Group has a market capitalisation of at least \$A 10 million. • Our strategic partnerships in key locations drive our long-term growth. • The Group's financial reserves are maintained at a level that supports the growth in business operations. • We provide our shareholders with an attractive return on their investment. We maintain competitive capital growth. • We provide attractive remuneration that enables us to recruit and retain talented people. Salaries have been maintained, or improved, since 2004 in real dollar terms.
	Provide returns for our shareholders.	<ul style="list-style-type: none"> • Commercial in confidence 	



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Provide a fair return for our investors and a fair reward for our people. (Cont'd)			
Focus Area	Objectives (2010/11)	Performance Indicators (2010/11)	Group Vision 2010
Client Base	Strengthen relationships with our key customers.	<ul style="list-style-type: none"> • 4 long term retainer-type contracts. • Commercial in confidence • Commercial in confidence 	<ul style="list-style-type: none"> • The Group is robust because of its diversity - we provide a wide range of products and services to clients in a range of countries, and in a range of different industry sectors. We are not overly exposed to any single risk. • Our reputation for delivering superior quality, cost-effective, customised services, combined with our understanding of how we can add value to help our customers achieve their strategic business goals, has enabled us to build long-term relationships with our existing customers that continues to generate repeat business. • We provide local capability with global leverage. We deliver our services from offices close to key customer operating centres, with support from the rest of the Group.
	Expand customer base.	<ul style="list-style-type: none"> • Establish one, new long-term services contract in Australia of \$A 100,000 value or greater • Commercial in confidence 	