

Group Objectives and Targets 2009-2010 (Status at end Q2 - 10)

Legend:

- = Target achieved target met
- = Target substantially achieved
- = Target not achieved

Action	Action Party	Q3-09			Q4-09			Q1-10			Q2-10			Status	Comments
		July-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10		
Strengthen your business by providing practical solutions for managing your environment, health, safety and community opportunities and risks															
1.1	Conduct Professional Development interviews for all staff (Dec 09) and (Jan 10).	Supervisors												●	
1.2	Training matrix in place for all staff (Dec 09)	Sean												●	
1.3	Competence Assessment system reviewed and documented (Dec 09)	Sean												●	CAMA process and tool developed. Need to revise Procedure.
1.4	Develop and maintain Competence Profile for each staff member (Dec 09)	Supervisors												●	Done. Changes monitored in Board Meetings.
1.5	Finalise and publish organisation chart (Dec 09)	Steve												●	Done. Launched at APPEA conference.
1.6	Commence the Hazard Management Board Game (Dec 09)	Justin												●	Done. Launched at APPEA conference.
1.7	Publish two papers on climate change.	William												●	No papers published yet (questionable value as a KPI). Broader marketing goals in this area also not met.
Lead by our own example (apply our values)															
2.1	No breaches of our Principles	All												●	No breaches.
2.2	Formalise and communicate process for reporting and responding to potential breaches of our Principles (Dec 09)	Steve												●	Not done.
2.3	Develop a commit pack on the Business Principles (Dec 09)	Justin												●	Done. Nov communications session.
2.4	Conduct quarterly review of Business Plan and issue updates to team	Steve												●	Done. July, Oct, Jan and April communications session.
2.5	Review Vision 2010 achievement and establish 2020 Vision with stakeholder involvement (Jun 10).	Steve												●	Not done.
2.6	LTI/R = 0	All												●	No LTIs. Monitored at Board Meetings.
2.7	Conduct safety and environment assessment on Perth office (Jun 10)	Steve												●	Not done.
2.8	Rein Greenhouse Friendly certification (Jun 10)	William												●	On track. Plan is to calculate 2009/2010 emissions per current EMP; commit to buying 200% carbon offset credits by end Aug 2011
2.9	Embed the Emissions Monitoring Plan within our company management system (Jun 10)	William												●	Done. Monthly reports from current LCA/EMP being produced.
2.10	Develop and implement a Group level business control framework	Steve												●	Not done.
2.11	Develop and issue an An Mica Brand Policy, and revise the supporting Corporate Style Guide	Justin												●	Complete. Pending approval.
2.12	Develop an assurance process based on independent audit and a letter of compliance with relevant laws and our Principles (Sep 09)	Steve												●	Done. HR audit replaced by EC financial audit.
2.13	Issue a Letter of Compliance with relevant laws and our Principles (covering 08-09 period)	Steve												●	Done. Submitted at Oct Board meeting.
Help communities to think and act in a sustainable manner															
3.1	Reach 08/09 funding for Walekam	Board												●	Commitment made - payment pending.
3.2	Publish 07-08 Annual Report	Steve												●	Done. Published 30 Jun on internet.
Provide a fair return for our investors and a fair reward for our people															
4.1	Commercial in confidence	Sean												●	Commercial in confidence
4.2	Declare profits for 09/10 of \$A 250,000	Board												●	Provisional loss of approx \$173,000
4.3	Extend S&IC HSE Services SSP Contract	William												●	Done. 12 month extension effective 1 July 2009.
4.4	Commercial in confidence	Board												●	Commercial in confidence
4.5	Commercial in confidence	Steve												●	Commercial in confidence
4.6	Commercial in confidence	Steve												●	Target achieved.
4.7	Establish one, new long term services contract in Australia of \$A 100,000 value or greater	Sean												●	Target achieved.
4.8	Establish contract (value of \$A 50,000 or more) with 1 new Shell client	Sean												●	Target achieved.
4.9	\$A 200,000 sales revenue from AM (HVA)	Justin												●	Sales of approx \$30,000