



South Seas Tuna Corporation – Supporting the Local Communities

Corporate Social Responsibilities

As the largest locally based enterprise, South Seas Tuna Corporation (SSTC) is deeply conscious of our standing in the community and the responsibilities that accompany this. The contributions of South Seas Tuna Corporation to the East Sepik and Wewak community will not be visible at the national level but they are felt within the province. The impact SSTC has would only be felt with the withdrawal of these services, including the following:

- Our Managing Director, Mike McCulley, has lived in Wewak for over 10 years and has been associated with SSTC for over 20 years; since prior to project inception stage. His standing in the community is without question. His recent appointment as Chairman of the Provincial Health Authority is a reflection of the trust and respect he has earned in the East Sepik business community;
- SSTC has contributed funds annually for the past six years to the work of Samaritan Aviation, a well-known Christian aviation and medical charity that operates for the benefit of the most remotely based rural population in East Sepik. The life-saving initiatives undertaken by Samaritan Aviation, and their impact in our most disadvantaged population make us acutely aware of the difference that our contribution makes. Samaritan Aviation continue to save lives and we are proud to be connected with their tremendous work;
- SSTC has also been actively involved in initiatives of the Wewak Islands Local Level Government (LLG) to create a sustainable income stream for their people. The Company has in place an existing MOA with the LLG to produce raw, frozen fish products for resale to large national mining, oil and gas plant sites around the country. On a more subsistence level for the local food security, SSTC has funded the construction and deployment of fishing aids (fish aggregating devices, or FADs) to improve the local fishermen's efficiency in harvesting seafood for their consumption;
- SSTC sponsors the maintenance of public sports fields year round and has done so for years. These are the public spaces where residents of Wewak Town congregate to play soccer and other team sports. By doing this we help to build and maintain morale and the

community spirit. SSTC also contributes to the running of the Wewak Golf Club which is currently the main social club in the Wewak community;

- SSTC has made many church contributions over the years including contributing to the *St. Anna Crisis Centre*, a refuge for battered women;
- The engineers that work at SSTC help to maintain and repair Water PNG machinery on an on-going basis, including the sourcing of parts. This contribution ensures the sustained operation of the plant but on flow impact to the township is that safe, potable water is available for the town residents and Provincial Hospital.

Working with the Provincial Government

In previous years SSTC has donated up to K100,000 per annum towards provincial events and activities. This changed at the request of the current Governor of East Sepik when he suggested that SSTC re-package the assistance to be more in line with ESPG priority areas. SSTC was happy to change the way they offered assistance and since late 2017, some of the assistance provided has been:

- Purchase of all the fuel that was used by Naval vessels to rescue villagers left stranded when the volcano on Kadovar Island erupted in early 2018;
- Refurbishment of buildings in Hawain Technical Secondary School¹: a visit to the school highlighted the need for refurbishment of the school that was potentially training our incoming work force;
- Refurbishment plans are also underway for St. Xavier Secondary School on Kairiru Island, a school which has produced some of Papua New Guineas best and brightest bureaucrats, ambassadors and other such men of substance in PNG;

SSTC would continue to make such interventions as part of the East Sepik community, however, our ability to step in at the moment, with the garnishee in place, is dangerously hampered. This is at a time when provincial government needs to be able to rely on those they trust within the business community to step up and assist in those critical times that national government intervention is delayed or non-existent.

Local Employment

South Seas Tuna Corporation currently draws employment of over 2,000 workers from the local communities. This represents 40% of the job opportunities currently available in Wewak Town and most of our management team is comprised of Papua New Guineans. In Finance and Administration, we have PNG nationals employed right up to Chief Accountant and Human Resource Manager as

¹ HTC run post-harvest and commercial fisheries courses using a standard fisheries curriculum developed by the National Fisheries College. Students do on the job training at SSTC's plant.

well as key supervisors throughout the plant. A significant portion of employees are women, at around 80% of our total work force. In our experience, women are the backbone of East Sepik and the backbone of our plant!

“For SSTC it is not just about ticking boxes to say that we employ locally. Knowing our plant staff and the issues they face is integral part of building community. To give an example, a lot of the fish processing plants in PNG experience high turnover of staff on the processing floor and SSTC is no exception. For us this was coupled with high absenteeism. In the recent past we decided to find out why women in the processing line would stay away for a few days and then come back to work although it affected their hours and take home pay. It was discovered in interviews that these women needed quick cash to feed their children and so they would harvest from the garden, sell their produce at the market and then return to work” said Thomas Dorku, Operation Manager of SSTC. To provide them with a solution, the plant implemented a standing policy that allows these industrious women to bring their products to the plant for the mess to purchase at the going market price. This practice has helped to bring absenteeism down and simultaneously provides a solution for those who need the extra cash from their food crops.