



A message from the
Group Managing Director

Mark Norwell



Dear All

As you are aware, we, along with many other businesses across the globe, continue to face the challenges presented to us by the spread of COVID-19.

Many countries have now put in place movement restrictions, airlines are operating vastly reduced services, and in Australia, state borders have been closed, albeit with some exemptions for the mining industry.

The unabated spread of the virus globally has begun to affect a small number of our people as well as their families and friends and our thoughts and prayers go out to those people who have been impacted.

Protecting you and our business

What is clear is that the fight against COVID-19 will take some time and to ensure we are best positioned to face the prolonged impacts of the virus we are transitioning the Crisis Management Team to a dedicated COVID-19 taskforce. The objectives of the taskforce are consistent with the objectives I outlined in my email last week, namely:

- The health and wellbeing of our people is paramount, and we need to do our part in reducing the rate of infection;
- We need to remain financially strong by continuing to operate and conserve cash; and
- Whilst managing the “now”, we also need to position the business to rebound strongly once we are through this global event.

The role of the taskforce will be to ensure that these objectives are adapted by each ISG but are aligned in terms of their intent, with a greater level of detail reflected in the specific ISG priorities.

While the spread of COVID-19 is continually evolving and the longer-term impacts are still to be seen, it's important that we remain calm. We have a dedicated team of experienced and highly capable people working on the company's response.

What can you do to help?

I would like to encourage you all to continue to do everything that you can to support the business in combatting the spread of COVID-19. The past week has demonstrated the importance of adhering to the control measures that have been implemented by Governments around the world including self-isolation and social distancing.

It's vitally important that we observe these measures to ensure that we are all doing our bit to combat the spread of the virus. More information on social distancing and how we can make a positive difference in the fight against this virus can be found on the employee portal.

A good way to approach your contact with other people is to behave like you already have the virus and to do all that you can to minimise contact with others.

What you should do if you need more information?

If you have questions or concerns, please speak with your line manager in the first instance. There is also more information on the employee portal; <https://perentigroup.com/hseadvice/> as well as a dedicated [email address](mailto:info@perentigroup.com) that you can send queries to. I encourage you all to share the portal URL and email address with your families so they can see what Perenti and its businesses are doing in response to COVID-19 and to provide them with important information.

Please also note that ISG Group Executives will be providing their own business specific updates on a regular basis to ensure direct communication.

On behalf of the Group Executive and the Board of Perenti, I would like to acknowledge the extraordinary efforts of our people around the Group in dealing with what are unprecedented and uncertain times. In particular, I would like to thank our expats for extending their swings on site, our FIFO workers for their perseverance, our people who have adapted to working from home so quickly and to the families of all our employees for their support and understanding. In closing, I would like to reassure everyone that we are doing everything we can to look after our employees, sustain the business and position us for the upside.

Thank you for your continued support. Keep well.

Regards,

Mark Norwell

Group Managing Director

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