



A message from the
Group Managing Director

Mark Norwell



- **Leaders: Please share this email with your employees who don't have access to email.**
- **Please visit the dedicated COVID-19 [employee portal](#) for more information**

Dear All

In addition to the updates you are receiving within your ISG or Group Function, I would like to provide you with a Group update about COVID-19, the impact it is having, the steps we continue to take to protect our people and our business as well as what you can do to support our efforts.

The Growing Impact of COVID-19

You will have seen the devastating impact COVID-19 has had in countries around the world, bringing some industries to a standstill and leaving many people out of work while wreaking economic havoc on a global scale.

The past week has seen more measures introduced by governments globally to limit the movement of people to reduce the spread of the virus. Increased border closures have presented our businesses with new challenges and our operations face interruptions and temporary closures as we, along with our clients, deal with the virus and the measures put in place to control its spread.

However, despite the uncertainty about the future impacts of the virus we have begun to see some positives. For example, the rate of new COVID-19 cases has decreased across several countries in which we operate, including Australia, as the control measures begin to take effect. What is clear though is that the battle against COVID-19 will take time and the longer-term financial impact in both scale and duration is still unknown.

Protecting you and our business

I would like to reassure you that the Perenti Group Executive and leaders across the business through the COVID-19 Taskforce continue to work around the clock to reach the objectives outlined in my previous messages, namely:

- The health and wellbeing of our people is paramount;
- 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.

While we are yet to see a significant impact on our financial position, or on the mining industry more broadly, parts of our business have already come under significant operating pressure. We expect the broader economic impact will flow through to commodity prices and our ability to operate some of our projects may come under increasing pressure in the near future.

The Taskforce is diligently looking at scenarios for the business and the options to preserve cash in anticipation of a direct and potentially prolonged impact on our business and I am committed to keeping you fully informed of what these measures are and how they may affect you.

What can you do to help?

I would like to reiterate the importance of social distancing amongst our employees - as I said in my email last week the best 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.

The other area I would like to touch on this week is the wellbeing of our people. The reality for many of our employees is that their job has somehow changed because of COVID-19. Many operational employees are working longer rosters while we also have many office based employees working from home.

We recognise the sacrifices that people are making and that employees may have feelings of anxiety, distress and concern in relation to the COVID-19 outbreak. I ask all of you to watch out for your work mates and stay connected during these unprecedented and uncertain times.

I also encourage employees to use the Employee Assistance Program (EAP) services available to them. These provide information and advice around coping with COVID-19, including isolation and connection, workplace and financial hardship, and how best to support the mental health of loved ones. Contact information for these services can be found on the employee portal under the Employee Wellbeing tab.



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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 dedicated [employee portal](#) we have set up, as well as an [email address](#) that you can send enquiries to or through your ISG protocols already in place.

I encourage you all to share the portal URL and email address with your families so they can see what we are doing in response to COVID-19 and to provide them with important information.

In closing, I could not be prouder of the efforts and sacrifices that our people are making during these unprecedented times. Wherever I look across the business I see examples of people going above and beyond, living our Principles and making a real difference to what we do.

I am confident that in time the Group will emerge from these uncertain times well positioned for a prosperous future. The Board and Group Executive are truly thankful for your ongoing efforts in the face of significant global uncertainty.

Once again, 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 and keep well.

Regards,

Mark Norwell
Group Managing Director