



A message from the  
Group Managing Director

**Mark Norwell**



- **Leaders: Please share this email with your employees who don't have access to email.**

Dear All

It has now been three months since the first impacts of COVID-19 were felt by our business and I would like to provide an update on our response as well as other important developments across the Group.

There is positive news in several of the countries we operate in where the controls put in place to limit the spread of the virus are working and leading to a reduction in the number of new COVID-19 cases.

In Australia there has been a significant reduction in cases and the Government has recently announced a three-step plan to relax some of its restrictions.

Despite these improvements we need to remain ever vigilant given the nature of the virus and its ability to quickly re-establish itself in communities where controls have been relaxed too early.

#### **Our COVID-19 Priorities**

While the three objectives we established as part of the COVID-19 taskforce remain in place our response is now focused on the following priorities:

- Changing out our expatriate workforce in Africa,
- The return of office-based employees to their workplaces (in line with country specific regulations and restrictions), and
- Maintaining our three lifesaving commitments: Practice good hygiene; Keep your distance; Unwell – stay at home.

#### **Ensuring our expatriates return home**

Many of our expat workforce in Africa, India and Canada volunteered to extend their time in country to support the business and our customers' operations. We need to ensure they can return home safely while also ensuring the safe passage of replacement expats to ensure operations continue for our customers.

We have a dedicated team of people now working on this complex and logistically difficult work priority, which is reliant on support by multiple governments and customers as well as multiple airlines and charter companies. This process commenced over the weekend with the first crew change out completed for Egypt, with more countries to follow.

I would like to reiterate our appreciation to our expats, but also to the dedicated team who are working extended hours to execute crew changes that have not been done to this extent ever. Thank you.

#### **Returning to working in our offices**

In line with Federal and State government announcements in Australia the Perenti Group Executive has agreed on a considered and safe plan for employees who have been working from home to return to our offices.

This will be a gradual and staggered reintroduction of our people to the workplace rather than a hard date for a full return of all employees. Each ISG and Group Function will be responsible for applying the guidelines and communication of the approach for each office. Guidelines for employees who are working outside of Australia will need to conform with any local regulations and requirements.

Covid-19 forced us to implement working from home for many people and this highlighted some challenges, but importantly it identified some real positives, including flexible working options. These positives will be incorporated into the guidelines to ensure we embed these into how we work.

**CORPORATE OFFICE**  
Level 2, 202 Pier Street  
Perth WA 6000  
Australia

[perentigroup.com](http://perentigroup.com)

PO Box 8286  
Perth WA 6849  
Australia

Perenti Global Limited ABN 95 009 211 474

T +61 8 9421 6500  
E [info@perentigroup.com](mailto:info@perentigroup.com)

**Expect  
More**



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### **Remaining financially strong**

The Perenti Group continues to perform positively and while we are yet to see a material impact on the business from the COVID-19 pandemic, we must be watchful of the longer-term impact of the virus on economies and commodity prices around the world. I stated in my last update, we have planned for several scenarios and stand ready to implement our plans should conditions deteriorate in any way for the Group.

Across the Group we recently commenced business planning and budgeting cycle for FY21. This process involves reviewing and updating our 2025 strategy and then aligning our ISG and Group Functional plans to ensure we are Smarter Together in delivering our 2025 objectives. This process will culminate in late June when the Group Executive and the Board will sign off on budgets and business plans for the next financial year. Once approved, our updated 2025 strategy and FY21 business plans and targets will be communicated across the Group.

As everyone is aware there is a significant amount of work happening across the Group, from our continued response to COVID-19, the business planning process and from business as usual activities. On behalf of the Board and the Group Executive I would like to pass on a sincere thanks to our people. I continue to be inspired by the stories I hear and of our people going above and beyond their duties and living our principles in the work they are doing.

Thank you and stay safe.

Regards,

**Mark Norwell**

**Group Managing Director**

E [mark.norwell@perentigroup.com](mailto:mark.norwell@perentigroup.com)