

Stakeholders Policy

Adopted on 20 May 2004

The Company recognises that it has legal and other obligations to non-shareholder stakeholders such as employees, clients/customers and the community as a whole. The Company prides itself on a long-standing business reputation as a “good corporate citizen”. The Company’s compliance with its legal and other obligations including ethical obligations is maintained through the following:

- 1) A Code of Conduct applying to Directors and Employees.
- 2) It’s personnel practices including documented policies for the prevention of workplace discrimination, sexual harassment and bullying.
- 3) It’s Fraud Prevention Policy which applies to all employees.
- 4) It’s documented Occupational Health and Safety policies and processes and State Committees.
- 5) It’s documented Privacy Policy and processes.
- 6) A Company culture which aims to encourage compliance of new laws and regulations as well as changes to established legislation such as Environmental Laws and Trade Practices.
- 7) The Company’s Board is committed to delivering shareholder value by conducting a successful business and maintaining good financial controls and disclosure.