

We conduct our business according to a set of principles based on fairness, honesty and a general concern for people. We have built our business on the fundamental principle that to have long-term success, we not only have to comply with all applicable legal requirements and ensure that all our activities are sustainable, that we also continue to evolve, develop and adapt to a changing society.

We demonstrate our purpose, values and principles of responsible business through policies on employment, human rights, environment, supply chain, and in the conduct, we uphold and expect of others.

In doing so, we maintain a very long-term perspective on business development and welcomes dialogue with external stakeholders who are committed to principled behaviour and constructive engagement.

#### **Leadership and Personal Responsibility**

Our success is based on our people. We treat each other with respect and dignity and expect everyone to promote a sense of personal responsibility. We recruit competent and motivated people who respect our values, provide equal opportunities for their development and advancement, protect their privacy and do not tolerate any form of harassment or discrimination.

#### **Human rights in our business activities**

We fully support the United Nations Global Compact's (UNGC) guiding principles on human rights and labour and aim to provide an example of good human rights and labour practices throughout our business activities.

#### **Safety and Health at Work**

We are committed to preventing accidents, injuries and illness related to work, and to protect employees, contractors and others involved and or affected by our activities

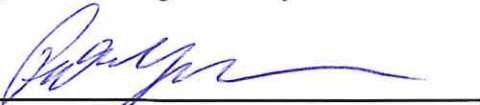
#### **Supplier and Customer Relations**

We require our suppliers, Contractors and their employees to demonstrate honesty, integrity and fairness, and to adhere to our non-negotiable standards. In the same way, we are committed to our own clients.

#### **Environmental Sustainability**

We commit ourselves to environmentally sustainable business practices, favour the use of sustainably-managed renewable resources and target zero waste to landfill.

This policy will be displayed, communicated, implemented and reviewed as part of the companies ISO integrated Management System.

A handwritten signature in blue ink, appearing to read "Pat Ryan", written over a horizontal line.

Pat Ryan  
Chief Executive Officer  
February 2019