



CONTRACTING PTY LTD

Code of Ethics

Hall Contracting's Code of Ethics sets out the principles, practices and standards of personal and corporate behavior. We expect all our staff and management to act with integrity towards those whom we have business dealings and toward each other.

Our Code of Ethics system and processes are based on:

- Comply with all applicable laws, regulations and statutory obligations that apply to our business as a minimum.
- Deal honestly, fairly and with respect toward all our clients, subcontractors and suppliers in every aspect of our business, and not engage in misleading or deceptive conduct.
- Treat all persons with equal opportunity and prevent harassment, vilification and unlawful discrimination of any person, including on grounds of age, sex, race, religion, political opinion or other characteristics or preferences.
- Comply fully with our occupational health and safety practices and always place health and safety as the primary consideration in decision-making.
- Measure and seek ways to mitigate and manage risk in our business.
- Conduct our business to protect and enhance the environmental impacts and continually strive to improve our environmental management practices
- Ensure company assets are used effectively, maintained regularly and operated for company purposes only and/or in accordance with each.
- Retain and protect the intellectual property of Hall Contracting and others, and protect the confidential information of our employees, stakeholders and clients both during and after engagement.
- Honour our contractual obligations with our co-venturers and clients and base our relationships on trust and mutual advantage.
- Actively maintain open and honest communications with all employees, and encourage an open door policy with regard to perceived unethical behaviour from within.
- Recognise, reward and develop proactive employees who underpin and sustain our business success by providing equal access to employment, promotion and development opportunities.
- Ensure that consultants, subcontractors and suppliers are aware of Hall Contracting's approach and our Code of Ethics when working for, with or on behalf of our business.

A handwritten signature in black ink, appearing to read "Brian Hall", written over a horizontal line.

Brian Hall
Director
February 2010

A handwritten signature in black ink, appearing to read "Peter Hall", written over a horizontal line.

Peter Hall
Director
February 2010

