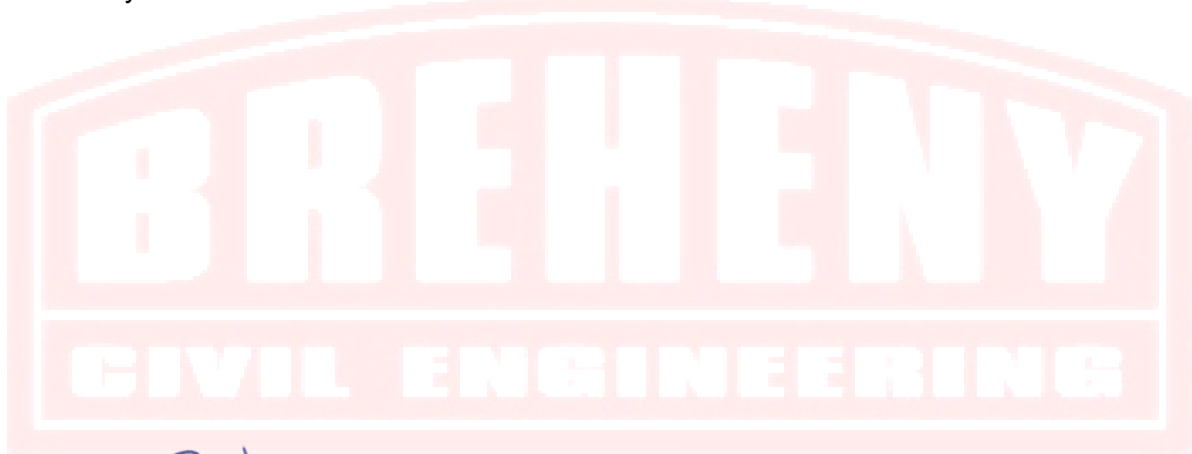


## Local Employment

It is our normal policy to employ Company supervision and labour as far as possible on construction sites because we know the record and expertise of the people involved. Additional labour requirements are then usually met from local sources.

This Policy is to be reviewed no later than 31<sup>st</sup> December 2012.



*J.N.E. Breheny*

JNE Breheny  
Chairman and Chief Executive  
December 2011