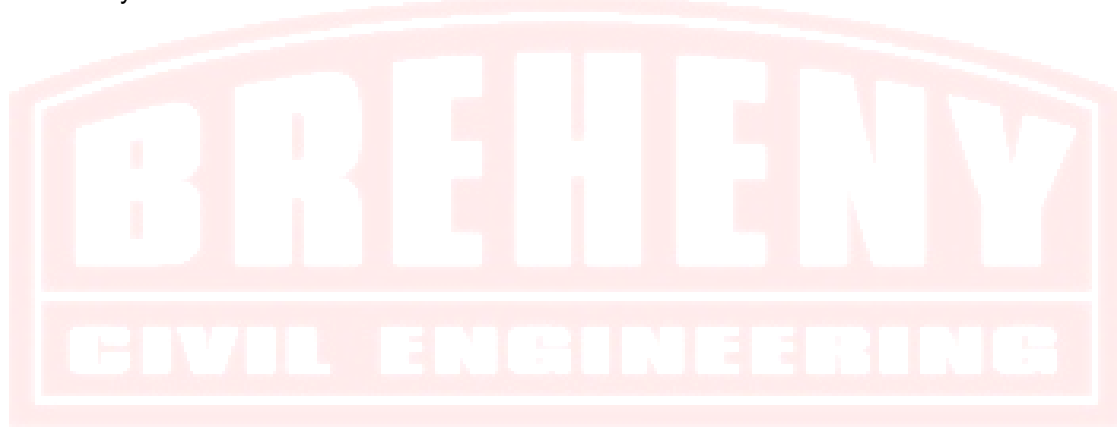


## **Local Employment**

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 2010.



A handwritten signature in blue ink that reads "J.N.E. Breheny". The signature is written in a cursive style.

JNE Breheny  
Chairman and Chief Executive  
December 2009