

Infocus Resources Limited are a labour supply agency to the rail & other sectors. Our objectives are to maintain and grow the financial performance of the company through the provision of quality services so to achieve customer and regulatory requirements and to customer satisfaction, to prevent injury and ill health to individuals, to ensure environment protection and the prevention of pollution, and to maintain the good reputation of ourselves and business partners.

We recognise our corporate responsibility to all parties that have an interest in our organisation:

- We ensure **fair pay and conditions** for our contracted workers;
- We ensure **non-exploitation** of contracted workers or suppliers, either regards cost or expectations including working hours and deliverables.
- We **recruit locally and ensure diversity and equal opportunities** in the workforce;
- We ensure that our contracted workers are **competent** have the required **skills, knowledge, attributes, training and experience** (aka SKATE) to fulfil their role to the best of their ability;
- We **respect the rights of our workforce** to enter into collective bargaining arrangements and join trades unions;
- We **consult our workforce** on our proposals, especially regards health & safety and significant organisational change.
- We ensure as a minimum compliance with legal requirements regards **health and safety** to protect our contracted workers. We maintain our premises to provide a safe, healthy working environment where people want to work.
- We will not tolerate any **discrimination or harassment** of contracted workers or others.
- We ensure that our **capability and disciplinary processes** ensure a fair outcome to performance issues.
- We ensure our contracted workers work in line with the principles of being a **considerate contractor**, acting in an **environmentally considerate** and legally compliant way. We will raise concerns with client's where we determine these commitments have been compromised.
- We work with **local communities** through local recruitment.
- We ensure sound **financial management** so to continue the sustainability of the business as a local employee and business partner to our customers and supply chain.
- We ensure that **no bribery, corruption or fraud** occurs within our company, and that we operate in a sound and ethical way.

We review this policy regularly and shall communicate this policy to all interested parties.

Approved on behalf of Infocus Resources Limited,

A handwritten signature in black ink, appearing to be "A. Allen", written in a cursive style.

Director
21 January 2015