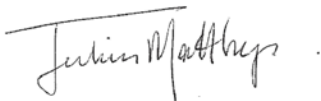


ABORIGINAL ENGAGEMENT POLICY

Quintis (Australia) Pty Ltd works to create sustainable outcomes in the business, economic and regional environments in which it operates. Quintis believes that an integral part of sustainability is achieving tangible, positive outcomes for Aboriginal Australians.

To that end Quintis will,

- Work with the Commonwealth and State Governments through Aboriginal programs and initiatives.
- Seek business opportunities with government, clients, suppliers and subcontractors that will assist in reaching Aboriginal engagement goals.
- Engage in long-term relationships with Aboriginal Australians and partnerships with Aboriginal businesses to add real and meaningful value to each other's growth and development.
- Engage where possible with the Traditional Owners and Elders in the Aboriginal communities in which Quintis operates, and maintain regular contact.
- Partner with Government and private organisations that are experienced in Aboriginal matters and are capable of supporting Quintis initiatives with appropriate mentors, training resources and support services.
- Promote training and employment of Aboriginal personnel or businesses.
- Use personnel and organisations with expertise in working with Aboriginal Australians when coordinating training and employment.
- Develop an understanding of the local Aboriginal culture in the regions in which Quintis operates and engage Aboriginal Australians where appropriate to achieve commercial and educational benefits through projects delivered together.
- Monitor the impact, performance and improvements achieved by Quintis, report on these regularly and celebrate successes.



Julius Matthys
Chief Executive Officer