

Mobilize provides a specialised workforce to deliver Labour Hire, Contract and Recruitment services and aims to grow and become recognised as the leader and innovator for the safe delivery of these services within the Mining, Oil & Gas, Energy, Industrial, Construction, Professional & Technical sectors.

Mobilize Labour Solutions is committed to conducting its business and activities with honesty and integrity. We strive to participate as a strong competitor in our market and are committed to doing so without engaging in corrupt business practices.

We take a zero-tolerance approach to bribery and corruption by any of our Directors, Managers, Employees, and Contractor's. These acts are unlawful and will not be tolerated.

The purpose of this policy is set out our expectations and responsibilities on observing and upholding our position on bribery and corruption.

This policy applies to all employees; full-time, part-time or casual.

Definitions

For the purpose of this policy, the following definitions apply:

Bribery means the offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust.

Corruption is the misuse of office or power or influence for personal gain or advantage for him or herself or for another person or entity.

Prohibition on Corrupt Payments

Mobilize Labour Solutions prohibits bribery and corruption, in any form, whether direct or indirect, whether in the private or public sector.

There are laws prohibiting bribery of private individuals and government officials. There are potentially serious consequences, including fines and imprisonment, for contravention of ABC Laws.

Therefore:

- You must not offer, pay, solicit or accept bribes in any form;
- You must not engage in any form of corrupt business practice, whether for the benefit of Mobilize Labour Solutions, yourself or another party;
- Facilitation payments are prohibited;
- Requests for bribes or facilitation payments must be reported to Senior Management.

Gifts and entertainment, political contributions, charitable contributions and sponsored travel have the potential to be misused as a cover for bribes or improper payments for the purpose of influencing decisions or obtaining preferential treatment.

Exchanging Gifts and Entertainment

Gifts

Mobilize Labour Solutions prohibits the giving and receiving of gifts or which go beyond common courtesies associated with general commercial practice. This is to ensure that the offer or acceptance of a gift or entertainment does not create an obligation or cannot be construed or used by others to allege favouritism, discrimination, collusion or similarly unacceptable practices by Mobilize Labour Solutions.

Entertainment

Entertaining external stakeholders is permitted where there is a justifiable business purpose for such expenses to be incurred on behalf of Mobilize Labour Solutions. Valid entertainment expenses may include meals and events such as theatre, sporting events, sundowners and other cultural events.

Entertainment expenses should not exceed AU\$100 per head without prior consent from the Managing Directors.

If you are not sure whether particular conduct, behaviour or practices are acceptable you must first check with the Managing Directors.

1 Responsibilities of all Employees

All employees have a responsibility to comply with Mobilize Labour Solutions' Anti-Bribery and Corruption Policy. Employees have a responsibility to report behaviour that breaches this Policy, in line with Mobilize Labour Solutions' Whistle-blower's Policy.

Any employee to be found in breach of this policy may be subject to disciplinary action which may include termination of employment.

For and on behalf of: Mobilize Labour Solutions



Mitch Tucker
Managing Director