

COMMUNITY AND STAKEHOLDER POLICY

Novel Group Pty Ltd will undertake civil construction work in accordance with community and stakeholder interests.

The Company is committed to ensure that all community and stakeholder values and requirements are met as agreed with the client.

Novel Group will fulfill this commitment by:

- Understanding the values and drivers of key community groups and stakeholder interests through discussions with the client, community or key stakeholders as required;
- Ensuring work does not impact on the safety, health and well being of the community;
- Engaging in open and meaningful communication with our stakeholders;
- Acknowledging, respecting and incorporating community and stakeholder rights, values, beliefs and cultural heritage in our decision-making processes;
- Ensuring employees engage with community and stakeholders in a manner that reflects mutual respect and trust;
- Complying with all legislative requirements which we recognise as the minimum standard to achieve;
- Seeking to make a positive difference to the social and economic development of the areas in which we work.

The Community and Stakeholder Policy will be reviewed and updated to ensure that it remains appropriate and relevant to Novel Group's stakeholder responsibilities.

Signed



Andrew Story
Director

Date: 15/12/2012