

THE DIRECTORS OF THE COMPANY ARE COMMITTED TO ENSURING THAT ALL EMPLOYEES ARE PROVIDED WITH A WORKING ENVIRONMENT THAT IS FREE FROM RACIAL, DISABILITY AND SEXUAL HARASSMENT.

KNK BUILDING SERVICES LTD WILL NOT TOLERATE ANY FORM OF HARASSMENT –AS OUTLINED IN THE PREVIOUS PARAGRAPH - FROM ANY EMPLOYEE OF THE COMPANY OR THOSE HAVING DEALINGS WITH IT.

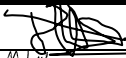


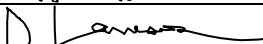
SEXUAL AND DISABILITY HARASSMENT INCLUDE IMPROPER, OFFENSIVE OR HUMILIATING BEHAVIOUR OR PRACTICES AFFECTING THE DIGNITY OF MEN OR WOMEN AT WORK.

RACIAL HARASSMENT INCLUDES ANY ABUSE BASED ON RACE OR ETHNIC ORIGIN AND WHICH IS UNWELCOME TO THE RECEIVER. IT MAY TAKE MANY FORMS.

ANY ONE WHO BELIEVES THEY HAVE BEEN THE SUBJECT OF RACIAL, SEXUAL OR DISABILITY HARASSMENT SHOULD REGISTER THEIR COMPLAINT EITHER WITH THEIR LINE MANAGER OR THE OPERATIONS DIRECTOR.

ALL COMPLAINTS WILL BE INVESTIGATED IN A TIMELY AND CONFIDENTIAL MANNER.

ANY COMPLAINTS REGARDING THE HANDLING OF ANY INVESTIGATION INTO HARASSMENT – INCLUDING APPEALS AGAINST THE FINDINGS OF ANY SUCH INVESTIGATION – SHOULD BE MADE TO A COMPANY DIRECTOR.

	<b>Signature</b>	<b>Date</b>
<b>Operations Director</b>		1 May 2009
<b>General Manager</b>		1 May 2009
<b>Quality/Environmental Mgr</b>		1 May 2009
<b>Supply Chain/Partnering Mgr</b>		1 May 2009