

KNK WILL

AUTHORISE A NOMINATED SENIOR MANAGER TO PREPARE AN ACTION PLAN FOR THE DEVELOPMENT OF POLICIES AND PROCEDURES FOR RECRUITMENT, EQUAL OPPORTUNITIES, STAFF TRAINING AND DEVELOPMENT AS WELL AS OTHER COMPLIMENTARY HR POLICIES THIS WILL ENABLE THE COMPANY TO ACHIEVE IT'S STATED AIMS AND OBJECTIVES IN RESPECT OF THE FAIR TREATMENT OF IT'S STAFF AND WORKFORCE IN ALL MATTERS RELATING TO THEIR EMPLOYMENT AND WELFARE WHILST EMPLOYED BY THE COMPANY.

PROVIDE ALL STAFF IRRESPECTIVE OF ETHNICITY AND OTHER DIVERSITY ISSUES WITH TRAINING AND DEVELOPMENT THAT IS RELEVANT AND APPROPRIATE, AND MEETS THE NEEDS OF THE INDIVIDUAL'S PERSONAL ASPIRATIONS FOR CAREER DEVELOPMENT AND JOB SATISFACTION WITHIN THEIR SPECIFIC ROLE AND ALSO IN RESPECT OF THE CURRENT AND FUTURE PLANS AND OBJECTIVES SET BY THE COMPANY.

PROVIDE THE OPPORTUNITY FOR ALL STAFF TO IMPROVE THEIR JOB PERFORMANCE, RAISE PRODUCTIVITY, IMPROVE CUSTOMER SERVICE IN PURSUIT OF CONTINUOUS IMPROVEMENT IN LINE WITH THE COMPANY'S QUALITY MANAGEMENT SYSTEM.

PROMOTE A NON PREJUDICIAL CULTURE WITHIN THE COMPANY OF EQUALITY IN RECRUITMENT PRACTICES, TERMS AND CONDITIONS OF EMPLOYMENT, ACCESS TO TRAINING & DEVELOPMENT, PERFORMANCE, PROMOTION, GRIEVANCE & DISCIPLINARY ACTION FOR ALL STAFF. PROVIDE THE APPROPRIATE TRAINING ON POLICIES AND THEIR IMPLEMENTATION.

ENCOURAGE RECRUITMENT OF UNDER REPRESENTED RACIAL GROUPS FROM WITHIN THE LOCAL COMMUNITY



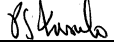

CREATE AN ENVIRONMENT WHICH ENCOURAGES ALL STAFF TO TAKE RESPONSIBILITY FOR THEIR TRAINING AND CAREER DEVELOPMENT.

MAKE NECESSARY ADJUSTMENTS TO ITS TRAINING AND DEVELOPMENT PROGRAMMES TO RETAIN THE INVESTORS IN PEOPLE AWARD

MEET OR EXCEED RELEVANT LEGISLATION, REGULATIONS AND OTHER INTERNAL OR EXTERNAL REQUIREMENTS. UNDERTAKE REGULAR MONITORING OF POLICY IMPLEMENTATION PROCEDURES, PROCESSES AND ASSOCIATED TRAINING.

ENSURE THAT THIS POLICY AND ALL OTHER COMPANY POLICIES ARE PUBLICISED TO ALL PERSONNEL AND WHERE NECESSARY THE APPROPRIATE TRAINING IS PROVIDED TO ENSURE UNDERSTANDING AND CORRECT IMPLEMENTATION OF EACH POLICY REQUIREMENT.

ENSURE THIS AND OTHER POLICIES ARE REVIEWED ANNUALLY BY THE SMT

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