

KNK BUILDING SERVICES LTD IS COMMITTED TO THE HIGHEST STANDARDS OF OPENNESS, PROBITY AND ACCOUNTABILITY. IT SEEKS TO CONDUCT IT'S AFFAIRS IN A RESPONSIBLE MANNER TAKING INTO ACCOUNT THE REQUIREMENTS OF ITS CLIENTS, CUSTOMERS AND STAKEHOLDERS.

KNK WILL FULLY IMPLEMENT THE PUBLIC INTEREST DISCLOSURE ACT WHICH GIVES LEGAL PROTECTION TO EMPLOYEES PROVIDED THE PROCEDURES IDENTIFIED IN THE ACT HAVE BEEN FOLLOWED BY THE EMPLOYEE. KNK WILL PROVIDE IDENTIFIED PROCEDURES TO ENABLE THE INDIVIDUAL TO DISCLOSE THE INFORMATION WITHOUT FEAR OR REPRISAL, IT MAY BE NECESSARY FOR THE DISCLOSURES TO BE MADE INDEPENDENTLY OF LINE MANAGEMENT. THIS POLICY IS INTENDED TO COVER CONCERNS WHICH ARE IN THE PUBLIC INTEREST AND MAY (AT LEAST INITIALLY) BE INVESTIGATED SEPARATELY. EXAMPLES ARE:



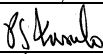
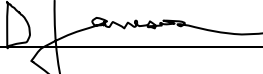
- FINANCIAL MALPRACTICE OR IMPROPRIETY OR FRAUD
- FAILURE TO COMPLY WITH A LEGAL OBLIGATION
- DANGERS TO HEALTH AND SAFETY OF THE ENVIRONMENT
- CRIMINAL ACTIVITY
- MISCARRIAGE OF JUSTICE
- MALPRACTICE
- IMPROPER CONDUCT OR UNETHICAL BEHAVIOUR
- ATTEMPTS TO CONCEAL ANY OF THE ABOVE.

THIS POLICY IS DESIGNED TO OFFER PROTECTION TO THOSE EMPLOYEES WHO DISCLOSE SUCH CONCERNS PROVIDED THE DISCLOSURE IS MADE; IN ACCORDANCE WITH THE PROCEDURES LAID DOWN; IN GOOD FAITH, AND IN THE REASONABLE BELIEF OF THE INDIVIDUAL MAKING THE DISCLOSURE THAT IT TENDS TO SHOW MALPRACTICE

Confidentiality - The Company will treat all such disclosures in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential so long as it does not hinder or frustrate any investigation. However, the investigation process may reveal the source of the information and the individual making the disclosure may need to provide a statement as part of the evidence required.

ANONYMOUS ALLEGATIONS - THIS POLICY ENCOURAGES INDIVIDUALS TO PUT THEIR NAME TO AN DISCLOSURE THEY MAKE. CONCERNS EXPRESSED ANONYMOUSLY ARE MUCH LESS POWERFUL, BUT THEY WILL CONSIDERED AT THE DISCRETION OF THE COMPANY. IN EXERCISING THIS DISCRETION, THE FACTORS TO BE TAKEN INTO ACCOUNT WILL INCLUDE THE SERIOUSNESS OF THE ISSUES RAISED; THE CREDIBILITY OF THE CONCERN; AND THE LIKELIHOOD OF CONFIRMING THE ALLEGATION FROM ALTERNATIVE CREDIBLE SOURCES.

UNTRUE ALLEGATIONS - IF AN INDIVIDUAL MAKES AN ALLEGATION IN GOOD FAITH, WHICH IS NOT CONFIRMED BY SUBSEQUENT INVESTIGATION, NO ACTION WILL BE TAKEN AGAINST THAT INDIVIDUAL. IF, HOWEVER, THE INVESTIGATION SHOWS THAT AN INDIVIDUAL HAS MADE MALICIOUS OR VEXATIOUS ALLEGATIONS, AND PARTICULARLY IF HE OR SHE PERSISTS WITH MAKING THEM, DISCIPLINARY ACTION MAY BE TAKEN AGAINST THE INDIVIDUAL CONCERNED.

	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