

Business Principles

PWCS strives for excellence in all of its activities. It places the highest expectations on all activity carried out in its name and expects the same pursuit of excellence from all stakeholders.

Safety

“The safe way is the only way at PWCS”

PWCS provides a safe workplace for employees, contractors, suppliers and visitors.

PWCS' first priority is safety and PWCS requires safety to be the first priority of anyone conducting business with PWCS or any individual on its premises.

PWCS does not accept unsafe practices and believes that no operational or commercial benefit outweighs the need for safe practices.

Legislative Compliance

PWCS is committed to complying with relevant legislation, regulation, licences and approvals. PWCS actively participates in comprehensive audit programmes and has reporting systems which are underpinned by honesty and integrity.

Political Involvement

PWCS is an integral part of the society of the Hunter Valley, New South Wales and Australia. PWCS will make its viewpoint known to the government and community on matters that affect its operations and stakeholders.

PWCS is “apolitical” and willing to work with the “government of the day” to achieve its business goals.

PWCS does not support any particular political viewpoint or activity.

Environmental Impact

PWCS is committed to the minimisation of its impact on the environment and constantly reviews its processes to reduce the environmental impacts of its operations.

The positive management of environmental impacts by contractors and suppliers is a key consideration and performance measure for PWCS.



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Community

PWCS positively contributes to the social, economic and educational wellbeing of the community of the Hunter Valley.

Community expectations of PWCS as a business leader in the Hunter are high. To meet these expectations PWCS must continue to engage in honest and ethical dealings in all its commercial operations.



Commercial Practice

“PWCS will not tolerate any corruption”

PWCS seeks to engage with contractors and suppliers who have the same high principles and operating practices as PWCS.

PWCS will always operate at “arms length” from those that it deals with and PWCS employees or their agents may not receive gifts that may be perceived as influencing their duty to act in the best interests of PWCS.

PWCS will always seek to enter into commercially favourable agreements conditional that they are based on these Business Principles.



PWCS’ expects that all third parties contracting with PWCS will:

- engage in safe work practices and ensure that safety is the first priority in performing services for or supplying goods to PWCS
- operate to the same high standards as PWCS and comply with the business principles set out above
- comply with all laws, licences and approvals applicable to the provision of the relevant goods or services to PWCS
- prevent the unauthorised release of privileged or confidential information and ensure that any views expressed are not expressed as the view of PWCS
- declare to PWCS where the contractor acts as agent or engages agents to act in relation to any work carried out for PWCS
- not engage in any collusive practices

Contractors and suppliers can expect that PWCS will:

- promote safe work practices
- encourage fair and open competition while seeking value for money
- deal honestly with suppliers and show fairness in the treatment of contractors and suppliers
- protect commercial in confidence information and ensure that any views expressed are expressed as the views of PWCS and not of any third party contractor or supplier
- respond to reasonable requests for advice and information by contractors or suppliers without delay



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Employment

PWCS' observance of relevant legislation, regulation, policy and procedure in employment underpins PWCS' business performance.

PWCS strives to maintain its reputation as an "employer of choice" and relies on the diligence, competence, safety, confidentiality and honesty of its employees in the exercise of their duties.

PWCS respects the rights of individual employees, their freedom of association and their personal circumstances.

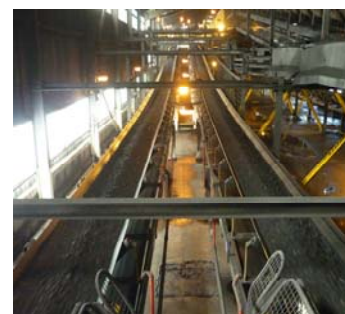


PWCS expects that its employees will:

- observe relevant legislation, regulation, policy and procedure in performing their duties
- conduct themselves diligently, honestly, safely and with competence when carrying out their duties
- present themselves "fit for work" whenever they are required to work, having regard to the roster and their physical capacity
- respect the assets of PWCS and the assets of any contractors or suppliers of PWCS
- not accept any gifts or benefits from third parties that may be perceived as influencing their duties at PWCS
- prevent the unauthorised release of privileged or confidential information

Employees can expect that PWCS will:

- promote safe work practices
- strive to maintain its reputation as an "employer of choice"
- deal with employees in a fair and ethical way in all employment arrangements
- provide equal employment opportunity, fair treatment and freedom from unfair and unlawful discrimination
- respect the rights of individual employees including freedom of association
- recruit employees based on merit



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