

WHISTLE BLOWING POLICY - PLATT & REILLY UK LIMITED

(Procedure for the protected and confidential reporting of breaches of Company rules and wrong-doing)

Should any employee be concerned that the Company (or any of its representatives)

- Has committed a crime
- Is in breach of a legal obligation
- Is aware of a miscarriage of justice
- Is concealing evidence relating to any of the above

Or that the Company's practices

- Represent a danger to health and safety
- Represent a danger to the environment

They must in the first instance raise their concerns with a Director of the Company or make a formal grievance through the Company's grievance procedure. Any such concerns will be taken extremely seriously and acted on immediately.

Any employee who divulges information to an outside body or person without having first raised their concerns internally may render themselves subject to disciplinary action.

If you feel unable to report the matter to a member of management, you can instead report the matter to your Platt & Reilly site foreman or contracts manager.

Your report will be communicated to the Directors, but your identity shall not be disclosed without your permission. Wherever possible, however, we would encourage you to raise any issues with a member of management in the first instance.

PATRICK REILLY

DIRECTOR

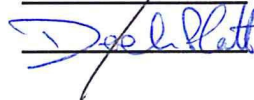


DATE:

Jan 14th

DEREK PLATT

DIRECTOR



DATE:

Jan '14

REVIEW DATE:

29-01-2014

NEXT REVIEW DATE:

Jan '15