



LOCAL EMPLOYMENT POLICY

After 30 years of operations in Karratha and the Pilbara, Decmil Australia Pty Ltd considers itself to be a local employer and accepts the responsibilities that this entails, including:

- Decmil Australia Pty Ltd is committed to the employment of local personnel where their skills meet or exceed the needs of the job.
- Decmil Australia Pty Ltd is committed to maintaining a core of full time personnel that is supported by casual employees on an as required basis.
- Decmil Australia Pty Ltd is committed to maintaining a regional office, workshop and associated facilities in Karratha.

From time to time Decmil Australia Pty Ltd will tender for work, both in the immediate area and within the state, and this may present other opportunities for local employees, if the conditions are appropriate. For example:

Where Decmil Australia Pty Ltd has tendered the job with a view to undertaking certain components in-house.

- Where specialist trades have not been contracted to perform the work.
- Where the local employees have the skills to perform the work.
- Where the work can be scheduled in accordance with other work.
- Where the commercial viability of a project can be maintained.

Local employees will be considered for work on the Project, and if appropriately qualified, will take precedence over others.



TOM FALLON
General Manager