

## MERCHANDISE POLICY

**Decmil Australia** has a variety of merchandise available for key stakeholders and employees for branding purposes to promote the company.

The company provides its employees with a variety of merchandise including caps, uniforms and company-branded clothing to be worn at work on-site and off site while representing the company, including company-endorsed sporting and community activities.

All employees wearing Decmil-branded clothing are representing the company and must ensure their behaviour is a positive reflection of our values and principles at all times.

Decmil encourages employee participation in sporting activities and supports this by providing uniforms which meet the standards and conditions of this policy as detailed below.

All merchandise carrying the Decmil brand must meet the following:

- Be approved and arranged through Decmil's Marketing department.
- Adhere to Decmil's branding requirements as detailed in Decmil's Style Guide (Doc No: BD.PR.040).
- All requests for merchandise must be made to Marketing by submitting the Merchandise Request Form (Doc No: BD.TP.011)
- Use either navy blue or white material to compliment the logo;
- Specific Project Team shirts are issued only for significant milestones and must be approved by the Project Manager.
- Use only approved project or team names.
- Sporting Team shirts must:
  - be navy with white writing or white with navy writing;
  - may carry individual names or numbers
  - names must promote a positive image of Decmil; and
  - must be approved by the relevant Manager

To protect Decmil's corporate brand and reputation, this policy will be strictly enforced.

The full Merchandise List may be viewed on DecNet.



TOM FALLON  
**General Manager**

EM.PO.013

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