

CODE OF ETHICS

SKILLED Group adheres to and conducts its business operations to the following ethical principles in relation to:

The Industry - SKILLED Group will not engage in business behaviour that is detrimental to its reputation and standing. It will cooperate with others in upholding and enforcing good business practices in the industries in which SKILLED Group operates.

The Company - SKILLED Group will conduct all its affairs to the highest business principles and in a totally responsible manner. It will work honestly and to its utmost ability to deliver a quality range of services to its clients.

Business Dealings – SKILLED Group’s business dealings and practices will at all times be based on integrity, honesty and fairness.

Employees - SKILLED Group pledges to pursue open non-discriminatory recruitment, selection and placement practices for its employees. It will endeavour to ensure their well being on the job, as far as is reasonable and practicable, and ensure its employees are fairly and equitably rewarded for their work efforts.

Clients - At all times SKILLED Group will deliver its services to the highest principles and standards. It will strive to ensure its clients receive a responsible, trustworthy and just business arrangement.

Competitors - SKILLED Group will take an aggressive approach to the delivery of its services in the market place but will refrain from intentionally damaging the professional reputation or standing of its competitors.

Our Shareholders - SKILLED Group will increase the value of the company by following this code of ethics. It will ensure that the reputation of all who are associated with SKILLED Group is enhanced and that they will be proud of such an association.

ISSUED DATE: June 1997

LAST UPDATE: May 2006

VERSION NO: Version 4

APPROVED BY: Company Secretary
Skilled Group Limited