



CODE OF ETHICS

Acting with integrity is fundamental to the way we operate. This Code of Ethics outlines the principles and standards which all employees are expected to comply with in the performance of their duties.

In conducting our business, we will:

- communicate this Code of Ethics to all employees and other stakeholders as appropriate;
- comply with all applicable laws, regulations and statutory obligations in the countries in which we operate;
- act honestly and with integrity in all areas of our business dealings;
- respect the values of others;
- accept responsibility and be accountable for our actions;
- avoid situations resulting in a conflict of interest, bribery or the use of inducements to secure business;
- use Thiess' assets only for company purposes; and
- periodically review and revise this Code of Ethics to maintain its relevance.

Actively applying the principles of this Code of Ethics is integral to the ongoing success of our business. It is the responsibility of each individual to maintain the highest standards of ethical behaviour.



Michael Wright
Executive General Manager

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COMMUNITY RELATIONS POLICY

We recognise the importance of strong relationships with the communities in which we operate. Through active participation we will provide tangible benefits and positive outcomes to these communities.

In supporting the community, we will:

- communicate Thiess' Community Relations Policy and procedures to all employees and other stakeholders as appropriate;
- recognise that each community is unique;
- listen to community needs and expectations and seek regular feedback;
- become an active member of the community through involvement in social, recreational, well being, charitable and cultural initiatives;
- set measurable targets and seek to continually improve our standards of community relations involvement; and
- periodically review and revise our Community Relations Policy and procedures to maintain their relevance.

Through the implementation of this policy, we will make a meaningful contribution to the communities in which we operate.

Michael Wright
Executive General Manager



ENVIRONMENTAL POLICY

We are committed to sustainable development throughout our diverse operations which cover a wide range of industry sectors. Continual improvement in environmental performance will be achieved by setting objectives, measuring progress and communicating results.

To deliver sustainable development, we will:

- communicate Thiess' Environmental Policy and procedures to all relevant stakeholders including employees and others working on our behalf;
- comply with all applicable environmental laws, regulations, statutory obligations and relevant voluntary codes of practice;
- maintain environmental management systems that are appropriate to the nature and scale of our business, fulfil the requirements of ISO 14001, and are integrated into our business activities;
- make business decisions that work towards achieving sustainable development;
- ensure that our employees, subcontractors, suppliers and consultants are aware of and have the necessary skills to fulfil their environmental obligations with respect to Thiess' operations;
- strive to conserve resources, reduce waste and eliminate or minimise adverse environmental effects and risks that may be associated with our services and operations;
- work with our clients and other stakeholders to help them achieve their environmental objectives and obligations; and
- periodically review and revise our Environmental Policy and procedures to maintain their relevance.

We will respond to the environmental challenges in all areas of our business and it is the responsibility of every employee to implement this policy.



Michael Wright
Executive General Manager



HEALTH AND SAFETY POLICY

The health and safety of our people is of the highest priority and cannot be compromised. Our objective is a workplace free of incidents and injuries. To achieve this we must all ensure our own safety and that of our fellow workers through an absolute commitment to safe work practices and a healthy work environment.

To deliver on our commitment, we will:

- communicate Thiess' Health and Safety Policy and procedures to all employees and other stakeholders as appropriate to ensure they are aware of their obligations with respect to Thiess' operations;
- comply with all applicable health and safety laws, regulations, statutory obligations and other applicable requirements;
- maintain safety management systems that meet AS/NZS 4801 requirements and are integrated into our business activities;
- ensure that health and safety management and practices are incorporated into all aspects of our operations;
- seek to achieve the personal commitment of all employees, subcontractors, suppliers and consultants to healthy and safe workplace practices;
- provide health and safety risk management systems and procedures that are relevant to the nature and scale of work undertaken;
- maintain and monitor health and safety performance indicators;
- set measurable targets and seek to continually improve our health and safety performance; and
- periodically review and revise our Health and Safety Policy and procedures to maintain their relevance.

The well being of our employees and those working with us is of primary importance. It is the responsibility of all individuals to achieve a healthy and safe workplace.

Michael Wright
Executive General Manager



PRIVACY POLICY

We are committed to protecting the privacy of all individuals. Any information from which an individual's identity is apparent or can be reasonably ascertained, such as a person's name or contact details, will be protected by the principles outlined in this Privacy Policy.

To deliver our commitment, we will:

- communicate this Privacy Policy to all employees, companies and contractors performing services for us, to ensure they are aware of their requirement to comply with our privacy principles;
- comply with our Code of Ethics and the Privacy Act 1988 as amended by the Privacy Amendment (Private Sector) Act 2000 ("Act");
- ensure lawful, fair and unobtrusive means are used to only collect personal information that is necessary for our business purposes;
- collect sensitive information only with the individual's consent;
- not disclose any personal information to any unrelated third party, except with the individual's consent or where we are required by law to do so;
- dispose of personal information in a secure manner when we have no further need for it or are required by law to do so;
- ensure only authorised personnel who have agreed to confidentiality have access to personal information;
- strive to keep personal information up to date and accurate;
- allow all individuals to access their personal information and provide written notification of any change, modification or correction;
- periodically review and revise this Privacy Policy to maintain its relevance.

Every employee has a responsibility to comply with this policy and our procedures covering the protection of personal information.



Michael Wright
Executive General Manager



QUALITY POLICY

We are committed to maintaining and enhancing Thiess' reputation for delivering client satisfaction through timely performance and the provision of cost efficient, quality services.

To achieve this objective, we will:

- communicate Thiess' Quality Policy and procedures to all employees and other stakeholders as appropriate to ensure they are aware of their responsibilities for quality and service standards;
- provide products and services that meet or exceed the standards prescribed in relevant agreements, contracts, codes and statutory obligations;
- deliver added value to our clients by identifying, monitoring and responding to their needs, expectations and levels of satisfaction;
- set measurable targets and seek to continually improve the delivery of our services;
- ensure the Thiess Management System meets ISO 9001 requirements and is integrated into our business activities;
- continually review and improve the effectiveness of the Thiess Management System; and
- periodically review and revise our Quality Policy and procedures to maintain their relevance.

In providing quality services, we will embrace new ideas, technology and innovation. We will strive for continuous improvement, setting new benchmarks to maintain our strong reputation as an industry leader.



Michael Wright
Executive General Manager



TRADE PRACTICES POLICY

We recognise and respect the importance of trade practices and other anti-trust legislation and its goal of preventing anti-competitive behaviour and safeguarding consumers.

As a leading service provider, we will act in accordance with this legislation at all times.

In fulfilling our obligations, we will:

- communicate Thies' Trade Practices Policy and procedures to all relevant employees and stakeholders as appropriate to ensure they are aware of their responsibilities in relation to trade practices compliance;
- comply at all times with trade practices and other anti-trust legislation and regulations;
- require the reporting of any activity that may contravene such legislation;
- maintain and monitor Thies' trade practices compliance system; and
- periodically review and revise our Trade Practices Policy and procedures to maintain their relevance.

Compliance with this policy is a requirement for the successful conduct of our business activities. We will ensure that there is a full understanding and commitment to our obligations to trade practices and other anti-trust legislation.

Michael Wright
Executive General Manager



WORKPLACE DIVERSITY POLICY

Our Workplace Diversity Policy and program provides positive initiatives to improve employment procedures and conditions for all employees.

In delivering these initiatives, we will:

- communicate Thies' Workplace Diversity Policy and procedures to all employees and other stakeholders as appropriate;
- promote a culture that provides workplaces that are free from discrimination, harassment, and abuse;
- ensure that all employees have equal access to employment opportunities within the workplace;
- treat all employees fairly and with respect;
- encourage and facilitate employment and promotion from groups recognised by equal employment opportunity and anti-discrimination-related legislation; and
- review employment practices to ensure flexibility in accommodating the changing needs of our employees.

We are committed to providing a workplace where there is equal employment opportunity and recognise and respect that we all have different backgrounds, beliefs and experiences.

The implementation of this policy will enhance our ability to realise the potential of our diversity.

Michael Wright
Executive General Manager



REHABILITATION POLICY

We are committed to the prevention of industrial injuries or illnesses through ensuring the health, safety and welfare of all employees, including sub-contractors.

To achieve our objectives, we will:

- provide support, assistance and resources to ensure an integrated rehabilitation programme for all employees who sustain a work related injury or illness;
- ensure the fullest recovery and return to normal life activities including work, and a quality of life that is meaningful and satisfactory;
- include our sub-contractors who will be required to have in place integrated rehabilitation programmes for their respective employees; and
- recognise that work performs an essential role in maintaining an individual's self esteem and provides important social and economic factors for physical and psychological well-being.

We also recognise that Management, Unions and employees have a social and economic interest in ensuring that people return to work safely and as soon as possible following a work-related injury or illness.

A handwritten signature in black ink, appearing to read 'M Wright', with a long horizontal line extending to the right.

Michael Wright
Executive General Manager

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