

NATIONAL CODE OF PRACTICE AND GUIDELINES FOR THE CONSTRUCTION INDUSTRY

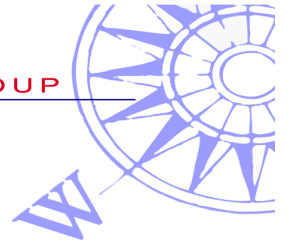
The National Code of Practice for the Construction Industry, in accordance with the Australian Government Industry Guidelines for the National Code of Practice for the Construction Industry, revised September 2005, is applicable in dealing with a Westside Group Company.

Achievement of best practice throughout the industry is the responsibility of all participants. The Code and Guidelines establish a set of principals and standards of behaviour that is expected to apply in dealings between clients. Adoption of the Code demonstrates commitment to these principals and standards.

Key principals of the Code require that:

- Clients have the right to determine whom they do business with and to communicate their requirement for standards of performance.
- Relationships are built in all links of the supply chain that rely on the essential qualities of equity, trust, honesty and co-operation.
- Practices leading to anti-competitive behaviour are not accepted.
- A commitment is given to continuous improvement and best practice.
- A broad based agenda is adopted to improve productivity in the workplace.
- Occupational health safety and rehabilitation management is a high priority and commitment of all parties and that an OHS&R system is in place.
- The industrial relations principals embodied in the code are applied including:
 - # Freedom of association being upheld.
 - # There is freedom of choice in agreement making without pressure or coercion to enter into or vary a particular workplace agreement.
 - # There are no “pattern” or project wide agreements in place.
 - # All threatened or actual industrial action on a project will be reported.
- Security of payment is a high priority ensuring that all parties invoices are processed and managed effectively and paid in a timely fashion.
- The code is a standing agenda item on our regular construction meeting agenda.

Westside seeks the support all of our suppliers and specialist sub-contractors in ensuring compliance with the Codes and Guidelines and see this as an important step in changing the culture of the building and construction industry. We wish to assure our project partners of our support in its implementation and offer our assistance in this process if needed. Refer the federal governments Australian Workplace website at www.workplace.gov.au/building for full details.



By agreeing to work for us on a site which is directly or indirectly funded by the Commonwealth Government (as defined in the Code) (a Code project), you are providing an undertaking that you are Code compliant, that you will maintain adequate records of your and any relevant parties' Code compliance and that you will provide us or the Australian Building & Construction Commission with access to any persons, materials or equipment in your possession or under your control in order to demonstrate your compliance with the Code (including, where required, on privately funded projects (as defined in the Code)).

Compliance with the Code extends to all subcontractors, consultants, suppliers (where the supply is integral to the construction) involved in a Code project as well as to any related entities (as defined in the Code) (collectively referred to as "relevant parties"). You are required to ensure that all relevant parties comply with the Code and this policy.

A failure to observe the Code may lead to your being sanctioned by the Code Monitoring Group (as defined in the Code) and may also lead to a breach of your contract with us. You must also ensure that you do not engage any subcontractor, supplier or consultant who has been sanctioned by the Code Monitoring Group.

You must ensure that all relevant parties place equivalent obligations to those set out above on any of their subcontractors, consultants, suppliers (where the supply is integral to the construction) and related entities.

A handwritten signature in blue ink, appearing to read 'Wayne Irvine', is written over a light blue horizontal line.

Wayne Irvine

A handwritten signature in blue ink, appearing to read 'Allan Sage', is written over a light blue horizontal line.

Allan Sage