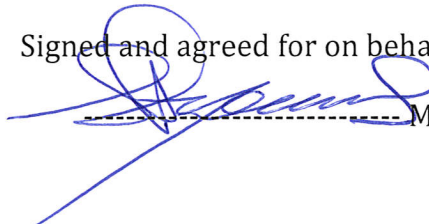


Weblark Engineering Ltd.

Code of Conduct / Business Ethics Policy.

- 1) The company will never offer gifts or favours to any person that can be seen as an attempt to influence any business decision. We will at all times adhere to legislation on bribery or corruption.
- 2) The company will make provision for the health, safety and welfare for its workers, any visitors or contractors.
- 3) The company will provide a safe and hygienic working environment and will meet health and safety regulations at all times.
- 4) The company shall try to develop constructive relationships with its employees and recognise their right to join trade unions or not and will try to observe any legislation regarding collective representation.
- 5) The company will always try to provide equal opportunities for employees regardless of race, colour, gender, religion, nationality, sexual orientation, age or disability.
- 6) The company will at all times try to comply with national regulations on pay and benefits, sufficient to meet the basic needs of workers and their families.
- 7) The company will comply with national regulations on working hours. They will ensure that employees have annual leave and are allowed at least one non-working day in seven days.
- 8) The company will not use any forced, involuntary or debt bonded labour.
- 9) The company will abide by all child labour laws and will not employ anyone under the age of 15.

Signed and agreed for on behalf of the company


----- Managing Director.