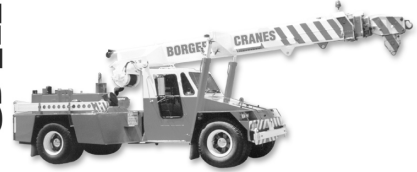




BORGER CRANE HIRE AND RIGGING SERVICES

PTY LTD ABN 98 001 947 413



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NON-SMOKING POLICY

Environmental tobacco smoke is considered a health risk and there is now sufficient evidence that passive smoking (that is, the breathing of residual smoke) increases the risk of lung cancer. Passive smoking is also dangerous for people with pre-existing heart or lung conditions and can trigger asthma attacks, cause chest infections and other medical conditions.

Borger Crane Hire and Rigging Services Pty Limited as an employer has a duty under the relevant Workplace Health & Safety Acts, to provide and maintain a safe working environment and to protect the health of all employees from illness or injury arising from smoking in the workplace. To protect the health of all our employees from the ill effects of cigarette smoke at work, Borger Crane Hire and Rigging Services Pty Limited have adopted a policy of providing a smoke free workplace.

It is recognised that this initiative will provide a positive benefit to all Borger Crane Hire and Rigging Services Pty Ltd employees. Every effort will be made to assist smokers to adapt to working conditions under the policy. It must be stressed, that breach of this policy will be dealt with in the same manner as a breach of any Occupational Safety and Health policy.

Borger Crane Hire and Rigging Services Pty Ltd will make every endeavour to provide assistance in the form of access to medical help or counselling if required.

It is our policy that no smoking will be allowed in any of our Company owned/occupied buildings or site areas, other than the designated smoking areas. Smoking is not allowed in any Company vehicle or plant.

Shawn Borger

General Manager

Date: 24th November 2009