

## ENVIRONMENT POLICY

### OBJECTIVES

We believe excellence in environmental performance is essential to our business success and is compatible with balancing the economic, social and environmental needs of sustainable development.

We aspire to be the company of choice because of our environmental performance.

We seek to reduce our environmental footprint in line with our productivity while delivering value to our clients.

Setting compliance with our legal obligations as the minimum standard for our performance, we conduct all our activities with the aim of causing no significant impact on the environment.

### STRATEGY

Pensar achieves these objectives by:

- Complying with all relevant laws and regulations and our standards and applying responsible standards where laws do not exist.
- Minimising pollution and the cumulative environmental impact of our activities at a local, regional and global level.
- Seeking to reduce waste and improve resource use efficiency in our operations.
- Monitoring the effects of our activities and changing our practices to minimise our footprint.
- Setting internal targets that drive us to continually improve our environmental performance.
- Learning from our performance to continuously improve our processes, work practices and behaviours and sharing our lessons learned with others.
- Reporting our environmental performance openly and transparently.
- Striving to meet community expectations by listening to and addressing concerns.
- Being aware of and accountable for our individual contribution to environmental performance, and encouraging every employee day by day to respect our environment.
- Engaging subcontractors and suppliers who share our values and work with them to consistently meet our environmental expectations.
- Creating and sustaining a culture that empowers and rewards our workforce to act in accordance with this policy.

### APPLICATION

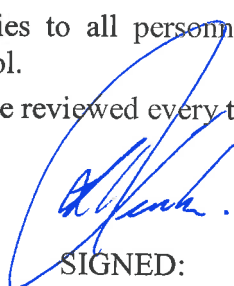
The Executive Team is accountable for ensuring this policy is implemented.

This policy applies to all personnel, subcontractors and suppliers engaged in activities under our operational control.

This policy will be reviewed every three years.

1/11/11

DATE:

A handwritten signature in blue ink, appearing to read "A. Penk".

SIGNED:

(Managing Director)