

1<sup>st</sup> September 2008

**TO: ALL STAFF AND CONTRACTORS**

**RE: SITE VISITORS AND AGE POLICY**

As you are aware we have commenced commissioning Stage 2 of our ERMS SR Demonstration Plant at Kooragang Island. Stage 2 operations include the high temperature operation of fluid bed roasters, and the use and treatment of hot concentrated hydrochloric acid and hot process water. Due to the higher risk activities currently being undertaken at the Plant, we have to ensure that our duty of care to site visitors is maintained, as well as avoid third party liability issues in the unlikely event of an accident. Visitors also need to be guided and therefore tie up our scarce human resources at this critical time of the Company's development.

Therefore effective immediately and until further notice, NO visitors will be allowed to enter the site without prior approval. ALL visits MUST be pre-arranged and approved by Austpac's Head Office in Sydney. Newcastle staff will be advised well in advance of any approved visitors/visits, and are hereby instructed to refuse entry to all non-authorized visitors.

Additionally, NO visitors under the age of 18 are allowed on site for the above reasons.

All staff and contractors MUST ensure this policy is adhered to WITHOUT exception. As always, safety must come first at Austpac!

Please contact me should you have any questions.



Mike Turbott  
Managing Director