

COMPLIANCE WITH THE LAW.

W.N.Thomas & Sons Ltd employees must comply with the letter and, where it is clear, the spirit of all laws and regulations relating to their business conduct. This includes understanding the laws and regulations relevant to their work.

Legal obligations arise in important areas such as trade practices, equal employment opportunity, occupational health and safety, and protection of the environment.

The laws that govern our activities are often complex, but ignorance of them does not excuse the company or its employees from their obligation to comply. Breach of the law may result in the payment of penalties by you and/or the company, or even imprisonment. It is the company policy not to pay a penalty imposed on an employee for contravention of the law. An employee must seek advice from the Company secretary if he or she is unclear about laws and regulations relating to his or her work practices.

ENVIRONMENT.

W.N.Thomas & Sons Ltd is committed to the ecologically sound and sustainable use of resources. It strives to operate in a manner which minimises waste and prevents pollution. W.N.Thomas actively supports the protection of the environment and the recycling industry's role in the conserving of natural resources. Accordingly;

At a minimum, all W.N.Thomas operations are to comply with relevant statutory requirement. These standards may be exceeded where management considers it necessary and practical.

W.N.Thomas will regularly monitor its environmental performance objectives and targets and ensure that support functions exist to effectively maintain and continually improve environmental standards.

Environmental care is of equal importance to every facet of the company's management and operations.

W.N.Thomas will continue to promote individual commitment to safe and environmentally responsible behaviour through the training and education of, and dissemination of information to all relevant staff.