

CODE OF CONDUCT

All Company personnel will strive to achieve for the Company a reputation for professionalism, competence, diligence, fairness, honesty, integrity and trust by:

- Conducting their activities with integrity,
- Respecting the law,
- Respecting each other,
- Treating others with courtesy and dignity,
- Accepting personal responsibility for the consequences of their own actions and decisions,
- Being fair, open and honest in their dealings with others,
- Carrying out their responsibilities in a competent, conscientious, diligent, safe and efficient manner,
- Cooperating with other professionals and individuals to ensure the best possible outcomes,
- Avoiding situation that result in divided loyalties,
- Using the Company's assets responsibly, efficiently and in the best interests of the Company, and
- Avoiding acts that may cause others to question their loyalty to the Company and its goals.

It is inappropriate behaviour for Company personnel to:

- Be argumentative or abusive,
- Belittle or intimidate others,
- Discriminate directly or indirectly, and
- Engaging in activities which might be dishonest, not in the public interest, or likely to put lives or property at risk.
- Company personnel shall not divulge any information that relates to the Company's business to any person except where required as part of their official duties. Company personnel shall not use such information for personal benefit.
- Company personnel shall ensure that outside activities do not adversely affect their work performance.
- Company personnel will be responsible for maintaining a high standard of appearance when on duty and wear personal protective equipment appropriate to their working conditions.
- The Company's Pilots are expected to adhere to a Customer's Code of Conduct while conducting Pilotage Services.

Approved By:

Greg Tonnison
Managing Director

Signature:

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