

## Ethics Policy Statement

The management promotes a company culture designed to encourage trust with high ethical values.

We are firmly committed to business and personal integrity with compliance to both in letter and spirit of the applicable contracts, agreements, regulations and laws.

We seek an environment where every interested party in the affairs of our company exercises due diligence to detect, prevent and report conduct that violates our Ethical Conduct Policy or applicable contracts, agreements, regulations and laws and personal standards.

We value Safety, Quality, Ethics and Productivity equally. We are also committed to the principle of Equal Opportunity, Promote Equal treatment and to the eradication of discrimination and discriminatory practices.

More specifically, we would avoid any action that has the potential or appearance of impacting the company adversely or interfering with our objectivity about what is in KB Associates and Subsidiary Company's best interest.

The Management recognise that some forms of corporate-sponsored entertainment can be a legitimate way to build stronger working relationships. Business entertainment should be legal, reasonable, infrequent and justifiable.

By active participation in these actions, we protect the Company's reputation & name, while promoting and advancing its interests for the future.

Any questions regarding the above Ethics Policy should be directed to the Managing Director or Director

### **KB ASSOCIATES PTE LTD AND SUBSIDIARY COMPANIES**

Signed

Date: - 22<sup>nd</sup> January 2010



Darren Brunton  
Managing Director