Serious Misconduct Policy

Minepower has a legal responsibility and obligation to provide and maintain a safe and healthy working environment to their employees, our business and client against *Serious Misconduct*. If guilty of serious misconduct, an employee may be dismissed without notice or compensation.

Management considers serious misconduct as;

- ✓ Theft or fraud
- ✓ Willful damage to Minepower's goods/property
- ✓ Breaching the Drug & Alcohol Policy
- ✓ Breach of confidence (disclosure of company intellectual property)
- ✓ Violence or brawling
- ✓ Willfully breaching environmental, Health and safety procedures.

Employees have the shared responsibility to:

- ✓ Ensure they have the knowledge and understanding of this and all other policies and procedures given to them as employees of Minepower

This signed statement of Policy confirms our commitment.

Rob Baker
General Manager

1st January 2010