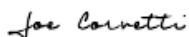


EQUAL OPPORTUNITY, ANTI-BULLYING AND DIVERSITY POLICY

Upstream Production Solutions Pty Ltd (Upstream PS) will ensure that all employees work in an environment in which they have equal opportunity to develop their skills to the highest level free from discrimination and bullying. It is an expectation that all staff will work in a professional manner at all times and to treat each other with dignity and respect.

Upstream Production Solutions aims to:

- Ensure the appropriate policy and support mechanisms are in place to promote a work environment that is free from all forms of discrimination, harassment and bullying.
- Work towards achieving an inclusive and collaborative workplace where diversity and experiences of our employees is valued.
- Comply with Equal Opportunity, Anti-Discrimination and Anti-Bullying laws.
- Provide a forum in which all employees feel comfortable to discuss issues which may arise.
- Ensure that the appropriate mechanisms are in place for dealing with grievances in a timely and fair manner.
- Apply policies, standards and procedures in a fair and equitable manner regardless of position in the organisation.



Joe Corvetti
Managing Director
Upstream Production Solutions



Geoff Jones
Managing Director
GR Engineering Services

