

AQUIS RESORT AT THE GREAT BARRIER REEF PTY LTD

ENVIRONMENTAL IMPACT STATEMENT

VOLUME 5

APPENDIX C

PROPONENT POLICIES

COMMITMENT TO LOCAL BUSINESS POLICY

Aquis Resort at the Great Barrier Reef Pty Ltd ("Aquis") is committed to:

- working to ensure the neighbouring community benefits from our presence on an enduring basis;
- listening to the neighbouring community and taking into account their interest;
- seeking to minimise and mitigate any negative impact of our operations; and
- creating and delivering on opportunities to enhance benefits to society in general.

A wide variety of businesses provide goods and services to Aquis to develop and operate its world class resort for international and domestic markets. Aquis makes the following Local Content Commitment.

The Local Content Commitment applies to all of Aquis' contracting and procurement activities. Specific Asset or Project local content strategies developed in accordance with this Commitment will provide full, fair and reasonable opportunity to capable local businesses to participate in the Asset or Project development and operation, and to meet all legal and regulatory requirements.

To implement and comply with this Local Content Commitment Aquis:

- provides full, fair and reasonable opportunity for capable local businesses to participate in the supply chain for Aquis assets and projects;
- provides information to local businesses at an early stage to maximise the potential for local sourcing opportunities;
- considers local business capabilities during the development of contract scopes to enhance local content outcomes and sustain economic returns;
- ensures all major prequalified bidders are aware of Aquis' Local Content Commitment and other applicable requirements and that these are appropriately reflected in the Contractors' sub-contracting and purchasing strategies;
- commercially evaluates competitive tenders on the basis of multiple factors including health, safety, security, environments, cost, quality, capacity to deliver and social performance criteria;
- gives preference to those bidders that maximise local content where comparative tenders are commercially competitive and technically acceptable;
- works with government, industry bodies and the local business community to improve the capability and competitiveness of local businesses;
- reports publicly and regularly on local content performance.


Mr Tony Fung
Chairman

Date: 4 December 2013

COMMUNITIES POLICY

Support of local and Indigenous Australians is important for the success of our operations. Aquis Resort at the Great Barrier Reef Pty Ltd ("Aquis") is committed to working in partnership with local and Indigenous communities to ensure they share in the economic benefits created by our operations and to obtain sustainable socioeconomic outcomes.

Economic independence through direct employment, business development and training are among the advantages that Aquis will offer.

Aquis is striving to work in partnership with local communities to develop strategies for direct employment and business development to achieve a local sustainable economy. We are committed to the creation of intergenerational wealth and to ensure the local communities will have access to, and the chance to benefit from our activities.

Outcomes beneficial to local, Aboriginal and Torres Strait Islander people will result from listening to them.

Aquis is committed to working in collaboration with Indigenous Australians to overcome socioeconomic disadvantage. We understand the importance of working alongside local Aboriginal and Torres Strait Islander communities in partnership to create sustainable regions and positive futures.

Aquis recognises local Aboriginal and Torres Strait Islander people's connection to country and their active participation in decisions that impact their traditional lands. We strive to promote and encourage a culturally aware and competent workplace that respects local cultural protocols.

Aquis will

- identify the cultural values, traditions and beliefs of the communities and respect and respond to those values and belief systems;
- be open and transparent in all dealings with communities and in describing and explaining potential social and environmental impacts that might occur;
- commit to developing long term partnerships that are mutually beneficial;
- ensure that communities are fairly compensated for impacts and obtain a fair share in the benefits generated by its development;
- work to apply internationally recognised principles of best practice in all fields of endeavour;
- at all times adhere to the laws and regulations.

All Aquis employees, contractors and sub-contractors will be required to give effect to these policy commitments.


Mr Tony Fung
Chairman

Date: 4 December 2013

EMPLOYEE RELATIONS POLICY

We respect the rights and dignity of employees throughout our own operations and those of our business partners.

Aquis Resort at the Great Barrier Reef Pty Ltd ("Aquis") strives to ensure a direct, honest and open relationship with its employees. Aquis believes that its relationship with employees should be built on mutual trust and respect for the dignity and worth of each individual. This approach supports the company values of caring for people, working together and acting with integrity and honesty.

Therefore Aquis

- prohibits discrimination on the basis of race, gender, national origin, religion, age, sexual orientation, politics, or on the basis of any personal characteristic protected by law, yet retain the right of the Group to make exceptions to favour local employment where local laws provide;
- values diversity highly, and welcomes employees from a wide range of cultures and races, as well as treating genders equally;
- forbids using inappropriate language in the workplace, including profanity, swearing, vulgarity or verbal abuse;
- does not allow coercion or intimidation in the workplace;
- opposes and does not permit the use of forced or child labour;
- recognises the right of all employees to choose to belong or not belong to a union and to seek to bargain collectively;
- implements equitable and transparent remuneration systems; and
- works to improve employment skills and competencies by regular performance reviews and undertaking education, training and coaching as appropriate.

Sexual or workplace harassment is not tolerated at Aquis. Sexual harassment may include unwanted sexual advances, sexual jokes, subtle or overt pressure for sexual favours, sexual innuendoes and offensive propositions. Workplace harassment includes threats, intimidation, bullying and subjecting individuals to ridicule or exclusion.

Where employees raise concerns relating to their employment with the company, these will be dealt with in a timely and fair manner.

Aquis will comply with all applicable laws aimed at protecting freedom of association at the workplace.


Mr Tony Fung
Chairman

Date: 4 December 2013

ENVIRONMENTAL POLICY

Aquis Resort at the Great Barrier Reef Pty Ltd ("Aquis") is committed to the protection of the environment through responsible environmental practice. Aquis will continually seek to identify and minimise environmental risk of its operations and, wherever practicable, eliminate adverse environmental impacts. Environmental management will be integrated into our everyday operations whilst we strive to improve our environmental efficiency.

Aquis will aim to:

- comply with environmental legislation, regulations, standards and codes of practice relevant to our business as the absolute minimum requirement;
- reduce greenhouse gas emissions from our operations and facilities, including appropriate use of alternative fuels and/or carbon offsets;
- eliminate waste in all its forms, by application of best practice procedures, leading to:
 - efficient use of energy;
 - conservation of water;
 - minimisation and recycling of waste production materials and energy; and
 - prevention of pollution;
- advocate biodiversity values;
- maintain a high level of environmental awareness throughout the Company and the wider community;
- openly engage with and respond to the environmental concerns of communities interfacing with our operations;
- implement systems which act to minimise the risk of environmental harm through the identification, reporting, assessment, monitoring and control of environmental risks; and
- establish a framework for setting and reviewing environmental objectives and targets and measuring the Company's performance.

Through communication and training, our employees will be encouraged and assisted to enhance the company's environmental performance. Senior Management is responsible for providing leadership to support the development and implementation on this Policy.


Mr Tony Fung
Chairman

Date: 4 December 2013