

CORPORATE SOCIAL RESPONSIBILITY POLICY

InterCast & Forge supplies castings to Australian and International customers.

Our vision is to be the foundry of choice for the supply of highly engineered products to markets we serve, and as such are committed to but not limited by the following practices in line with Australia law and international treaties with respect to corporate social responsibilities.

Accounting and reporting - All financial transactions shall be reported in accordance with generally accepted accounting practices.

Anti-corruption - Representatives of InterCast & Forge shall not offer customers, potential customers, suppliers, consultants, governments, agencies of governments, or any representative, any rewards or benefits to gain any improper advantage.

Human rights - InterCast & Forge supports and respects the protection of internationally proclaimed human rights.

Non-discrimination - All employees are given equal opportunities based on competencies, experience and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or ethnic origin.

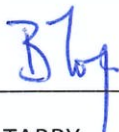
Workplace practice - The necessary conditions for a safe and healthy work environment are provided for all InterCast & Forge employees, contractors and visitors.

Forced labour - InterCast & Forge shall not engage in or support forced, bonded or compulsory labour.

Child labour - Child labour is not permitted as defined in the Australian Fair Work Act and Regulations.

Freedom of association - InterCast & Forge respects the right of all employees to join an association to represent their interests as employees, to organize and to bargain collectively or individually.

Working hours and compensation - InterCast & Forge will comply with applicable laws, agreements and industry standards on working hours and compensation.



BRIAN TARRY

General Manager Human Resources

Date: 15/03/2019