



Cogitare

New Employee Screening Policy Statement

Cogitare Limited ensures that new employees are suitable and authorised to work. Amongst other verifications Cogitare:

- Vets all new employees to ensure that they are authorised to work in the country of employment.
- Requires new employees to provide documentary evidence of their qualifications (i.e. supplying certificates). Cogitare performs additional verifications where necessary.
- Confirms whether new employees have any criminal convictions.

Signed

Larry Fawkner
Managing Director
Cogitare Limited

1st November 2006