



Competition Law Policy

All employees must comply strictly with competition laws as part of the broader commitment to observe the laws of Australia including the Trade Practices Act.

It is the personal responsibility of all Acrow executives and sales staff to maintain an adequate working knowledge of applicable competition laws and to uphold the Acrow policy of strict compliance with them. It is expected that all Acrow operations will be conducted in a vigorously competitive manner and at all times within the law.

Issues may arise which could lead to concerns about the application of competition laws. Any circumstances in which a member of the Acrow Group is or has been involved, which may possibly raise concerns, must be acknowledged and investigated by Acrow Legal.

Very substantial penalties can be imposed on companies and individuals for contravention of competition laws.

Acrow employees who become aware of any instance which may raise concerns, whether due to the conduct of a Acrow employee or a customer, a supplier or another company in the course of its dealings with the Acrow Group, must bring it to the attention of their manager who must notify Acrow Legal. Employees who would feel more comfortable speaking with someone outside their own line management structure may consult Acrow Legal direct. No employee who raises a matter of concern will suffer any recrimination for doing so.

The purpose of this initiative is to protect Acrow and individuals from prosecution by ensuring that operations are conducted within the law. From time to time, whistle blowing could make a valued contribution to this objective and employees should not keep to themselves any concerns or questions that they have.

In responding to any concerns raised, we hope to ensure not only that they are appropriately dealt with by senior management, but also that, where necessary, the circumstances in which the concerns arose are not allowed to recur.

Breaches of this policy will be regarded with the utmost seriousness and will be subject to disciplinary action, including dismissal from employment, where appropriate.

Steven Boland
Chief Executive Officer