



EQUAL EMPLOYMENT OPPORTUNITY POLICY

ADG will ensure that equal employment opportunities exist for all employees during the term of their engagement with the Company. All employees have the right to work in an environment free from all forms of discrimination and harassment and where the principles of current equal opportunity and affirmative action legislation are supported.

ADG is committed to providing a workplace and systems of work in which employees are not discriminated against or subject to harassment on all grounds recognised in law, including gender, religion, race, pregnancy and age. Employees who practice discrimination or harassment will be subject to Company disciplinary procedures, regardless of their position.

ADG will constantly strive to ensure that our employees and those applying for positions with the Company are provided equal opportunity in all aspects of employment including:

- recruitment and conditions of employment,
- remuneration,
- job training and career development, and
- promotion

All new employment applicants and employees seeking promotion within the Company will be assessed solely on their individual skills, qualifications, experience and ability to perform their tasks.

The selected applicant will be the person who is most qualified and is best able to demonstrate the competencies required of the position.

ADG will promote a workplace environment which provides encouragement and the opportunity for all employees to set and achieve personal goals within the framework of the Company's objectives. Employees will be appraised and promoted on the basis of objective assessment of performance and potential.

A handwritten signature in black ink, appearing to read 'Joseph Ruggier', written in a cursive style.

Joseph Ruggier

Director

February 2010