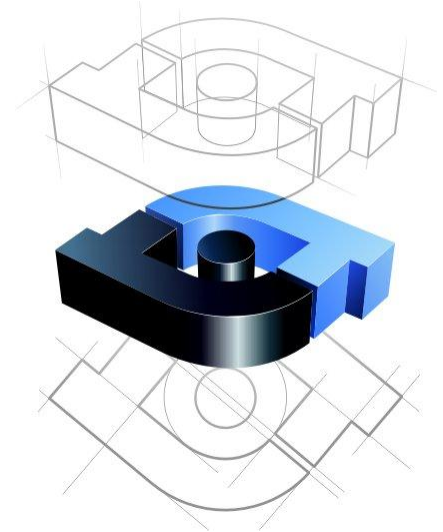


TruTeq Wireless (Pty) Ltd

Labour Policies And Standards Statement



Truteq Wireless (Pty) Ltd that, in line with its legal and moral obligations, accept our responsibility towards the working conditions of our employees.

We commit ourselves to providing a minimum of working conditions based on:

- Ø The Basic Conditions of Employment Act of 1997.**
- Ø The Employment Equity Act 55 of 1998.**
- Ø Remaining in good standing with the Workman's Compensation Fund.**
- Ø Remaining in good standing with the Unemployment Insurance Fund.**
- Ø The United nation Global Compact labour principles:**
 - Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
 - Principle 4: the elimination of all forms of forced and compulsory labour;
 - Principle 5: the effective abolition of child labour; and
 - Principle 6: the elimination of discrimination in respect of employment and occupation.
- Ø TruTeq Wireless Company Policies:**
 - TruTeq Policy on assistance of employees with Tuberculosis or HIVAIDS .
 - TruTeq Policy on non-discrimination.
 - TruTeq Policy on study assistance for employees.
 - TruTeq Policy on Offences and Possible Penalties.
 - TruTeq Policy on Communication.
 - TruTeq Leave Policy.

**T van der Walt
Managing Director
TruTeq Wireless (Pty) LTD
1 March 2013**