



MARITIME SUPPORT SERVICES LIMITED

Title:	COMMUNITY AFFAIRS AND SECURITY MANAGEMENT	Procedures No:	MSSL 009
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Maritime Support Services Limited recognizes the community and the organized labour as very important partners in the execution of any project. In view of this, the main objective of the company's labour and community relations plan is to eliminate or at least reduce possible areas of friction between host communities, on the one hand and the company on the other, thereby facilitating project execution without disruptions. The company plans to achieve the foregoing objectives by giving consideration to the following areas.

COMMUNITY RELATIONS

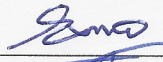
Dedicating experienced personnel in the community to act as Community Liaison Officer. It shall be the duty of the CLO to liaise between the company and the primary and secondary host communities. In doing this, communication shall be established with recognized traditional institutions and pressure groups.

EMPLOYMENT

It is the plan of the company to provide employment to qualified youths of the host's communities with the right attitude to work. In this direction, preference shall be given to indigenes of the host communities in the employment of labour.

The company shall as well hire qualified skill personnel of the host communities. However, this shall be done in such a way that the company's workforce is not 100% from the host communities.

This is done in order to prevent a possible gang-up to frustrate and prolong the completion of a project unnecessarily. The company will on no account hire indigenous personnel to perform specialized jobs that need foreign expertise.

Controlled by:	MSSL HSEQM	
Approved by:	Managing Director	