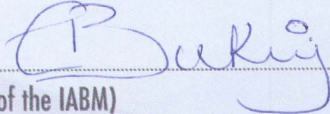


Date: January 2011

Cavena

As an IABM Member, we are committed to conducting our business in line with the IABM's Business Standard:

- 1 COMPANY STANDARD
We demonstrate integrity and professionalism in our operations, management and governance.
- 2 CUSTOMER STANDARD
We deliver high standards of customer care and service.
- 3 PEOPLE STANDARD
We respect our staff and adopt policies which reflect good practice in human resource management.
- 4 PRODUCT AND SERVICE STANDARD
We produce products and supply services which perform to our published specification or contracted standard and are consistent with marketing materials, quotations or tenders associated with them.
- 5 ENVIRONMENTAL STANDARD
We recognise our corporate obligation to minimize our environmental footprint.
- 6 ETHICAL STANDARD
We behave in an ethical manner and demonstrate integrity in our commercial activities.
- 7 COMPETITION STANDARD
We treat our competitors with courtesy and respect.
- 8 COMMUNITY STANDARD
We participate in our industry community in a positive and constructive manner.

Signed: 
(On behalf of the IABM)