

DISRUPTOR RESPONSE PLAN

(Targeting Of A Metarock Office Or Facility)

This policy applies to Metarock Group Limited and all its related subsidiaries.

If disruptor/s are on footpath or in a public space near the office or facility:

- Remain calm. Don't react. Do not engage with them.
- They are within their rights to do so. Little action can be taken.
- Notify via SMS (or directly if they are on premise) the MD, HSEQ Manager or Exec. GM HR. They will decide if they wish to, or need to, engage with the group.
- Inform local police of their presence in the public area (131 444).
- Forward all media requests or external parties calls in relation to the incident to the MD.
- Do not post photo's or messages in relation to the activities on social media.

If disruptor/s are on in our office or facility, or are blocking access:

- Remain calm. Don't react. Do not engage with or try to remove them.
- Take reasonable measures to ensure the safety of employees and others entering.
- Inform local police of the disruptors unauthorised presence on premise (131 444).
- Notify via SMS (or directly if they are on premise) the MD, HSEQ Manager or Exec GM HR.
- Encourage everyone to keep away from the area of disruption:
 - Notify all employees in the premise of the disruption.
 - Notify any external parties known to be arriving at the office/facility (for meetings etc), postponing their arrival.
- Make room for police to do their job.
- Forward all media requests or external parties calls in relation to the incident to the MD.
- Do not post photo's or messages in relation to the activities on social media.
- Build a case:
 - Document disruptions (delays in contract delivery, mobilisation etc).
 - Video them if you can safely do so. They most likely will be recording and / or live streaming their activities.

THINGS NOT TO DO:

- Do not adopt aggressive tones or behaviours. Activists normally video their actions. Aggressive behaviour will reflect unfavourably on Metarock Group Limited.
- Do not take matters into your own hands. This will only exacerbate the situation.

THINGS TO DO:

- Train employees in this response plan and the Metarock expectation that all employees comply. Highlight the ramifications of uncontrolled behaviour.