

Commtech Ltd

COMMUNITY POLICY

1. Managing Directors Introduction

This policy on Commtech in the community is one of a series of governance policies which are implemented throughout the Company to ensure that Commtech employees behave responsibly and reflect the Company's values at all times.

The Board of Commtech Ltd has endorsed this policy and expects all Commtech employees to comply with it. The Management is responsible for the detailed oversight of the operation of this policy and reports to the Board as and when appropriate matters arise and with an annual review.

2. Objectives

- Promote a culture of appropriate community sensitivity, involvement and support.
- Ensure that relationships between Commtech businesses and their local communities are appropriate and valued by both sides.
- Encourage the sharing of information and ideas for community involvement around the Company.

3. Community Policy

As a leading national company with roots in many communities

Commtech recognises the legitimate expectations of its employees and wider communities. Commtech strives to succeed in business in ways which deliver mutual benefit to a broad range of stakeholders – this is done through its overall economic, social and environmental standards and performance. Commtech encourages its operations to maintain the close and often long-standing relationships they have with charitable, educational, sporting and other aspects of local life in their communities.

4. Enquiries

All enquiries in relation to this policy or its applicability to particular roles or situations should be addressed to the Company Managing Director.

Signed by:



S. Hawkins, Managing Director
on behalf of Commtech Ltd
Dated: 12 Oct 2007