



LETTER OF OFFER (OFFER OF EMPLOYMENT)-NON LOCAL
Ichthys Onshore LNG Facilities Project

Dear Andrew

On behalf of KAEFER Integrated Services Pty Ltd ("KAEFER"), I have pleasure in confirming our verbal offer of employment to join the KAEFER Ichthys Project Onshore LNG Facilities ('Project') team. The terms and conditions within this Letter of Offer relate only to work you will perform on the Project's Bladin Point jobsite and not any other project, assignment or work you may perform outside of that jobsite.

Subject to your acceptance of this offer of employment, your engagement on the Project will commence 16TH November 2017.

Your Project Manager on site will be Rick Copping or his designee.

If you have any problems or are at all uncertain about your terms and conditions of employment, it is important that you bring these to my attention prior to signing this document so that any concerns or confusion may be addressed immediately.

Once you have completed reading this document and have initialed each page, please ensure that you sign and date the final page as confirmation that you accept the position according to the enclosed terms and conditions.

I wish you all the best in your new position and look forward to a successful association.

Yours sincerely

Adie Kadir
HR/ IR Manager
KAEFER Integrated Services

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A. Employment conditions

- 1) You are employed on a full time basis.
- 2) Your terms and conditions of employment are set out in this letter. Your employment is also subject to the *KAEFER Integrated Services Pty Ltd ICHTHYS Onshore Construction Greenfields Agreement* (the 'Agreement'), a copy of which is attached. The Agreement defines the rates and employment conditions that all parties to it are bound to comply with.
- 3) Your personal obligations as an employee are set out in sub-clause 6(c) of the Agreement. You are required to make yourself familiar and comply with these obligations.
- 4) You will be employed on the Project as a Painter
- 5) KAEFER will provide all tools required to complete works.
- 6) An employee shall be liable to replace or pay for any tools or safety equipment supplied by KAEFER if lost