

25 June 2015

Level 3, 102 Beaufort Street
Perth, Western Australia 6000

PO Box 8200, Perth Business Centre
Perth, Western Australia 6849

T +61 8 9228 2800 **F** +61 8 9228 2808
E enquiries@iibs.com.au **www.iibs.com.au**

To Whom It May Concern

LETTER OF ENDORSEMENT – INDUSTRIAL RECRUITMENT PARTNERS

Interlink have been the appointed Insurance Broker for IRP (Industrial Recruitment Partners) for more than 5 years and we are pleased to provide the following account of our experience and observations acting as such.

We were engaged by IRP in January of 2010 as one of a number of preliminary strategic decisions to redefine their safety culture and performance. We later learnt that our appointment was no coincidence and that we were selected specifically with the reputation of only partnering with organisations mature enough to understand and manage their human capital risks.

We have observed a transformation that has been led by the Directors' unwavering commitment to their safety standards. No mean feat, as we have seen IRP decline to accept work with prospective clients whom seek to contract out of their occupational safety and health obligations, something not in keeping with the IRP culture.

Along the journey we have partnered with and witnessed IRP continue to evolve and improve their safety culture and performance. This has also been reflected in their workers' compensation rates dropping by more than 60% over the past 5 years, to an industry leading rate.

We now experience insurance companies competing for IRP's portfolio as they are evaluated as a good risk, something not often seen in the labour hire industry as many insurers refuse to underwrite casual labour risks. We now view IRP's safety culture and performance as the benchmark for all other labour hire companies to strive for.

Yours sincerely



Nadeem Chahin
CHIEF EXECUTIVE OFFICER
nadeemchahin@iibs.com.au

