



P&O Maritime (PNG) Ltd
Company Number 1-3514
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PO Box 1403
Port Moresby, NCD
Papua New Guinea
Telephone: + 675 321 2099
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Website: www.pomaritime.com

27 July 2012

Mr James Davis
C/- 12, Joo Koon Crescent
Singapore 629013

Dear Mr Davis,

EMPLOYMENT SECONDMENT AGREEMENT

Further to your contract of employment with Total Marine Services Pty Ltd, I confirm that from 30 July 2012 your secondment to P&O Maritime (PNG) Limited and deployment to Papua New Guinea ("the Secondment") is to be extended until the project completion. All other terms and conditions of employment will remain unchanged; the extended Secondment is subject to you meeting all P&O Maritime (PNG) Limited requirements for international deployment, including but not limited to medical examinations, reference checks and the like. For the period of secondment you will report to the relevant P&O Maritime (PNG) Limited supervisor, you will comply with all relevant P&O Maritime (PNG) Limited policies and procedures, including P&O Maritime Limited safety, quality and environmental requirements and you will comply with all the reasonable directions of your P&O Maritime (PNG) Limited supervisor.

The Secondment may be ended by Total Marine Services Pty Ltd or P&O Maritime (PNG) Limited at any time on the provision of one day's notice to you. Once the Secondment has ceased, you will return to Australia as directed by Total Marine Services Pty Ltd under your previous terms and conditions of employment. Your period of service on secondment with P&O Maritime (PNG) Limited will be counted as service with Total Marine Services Pty Ltd for the purpose of calculating any duration of service related entitlements.

Please sign where indicated below and return to confirm your agreement to the extended Secondment.

Yours Sincerely,
P&O MARITIME (PNG) LIMITED

A handwritten signature in blue ink, appearing to read 'Derrick Temara', is written over a faint blue circular stamp.

DERRICK TEMARA
Human Resources Manager

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Signed: _____

Date: _____

James Davis