

Challenge-trg Group

This policy is relevant to all employees, workers and contractors of Challenge Group Holdings Limited and its subsidiaries and/or Challenge-trg Group Holdings Limited and its subsidiaries (together, the 'Group' or 'Challenge-trg')

Challenge-trg Group – Social Media Policy

Policy:

This policy provides guidance for employees, workers and Contractors use of social media, which should be broadly understood for purposes of this policy to include blogs, wikis, micro blogs, message boards, chat rooms, electronic newsletters, online forums, social networking sites, and other sites and services that permit users to share information with others in a contemporaneous manner.

Procedures:

The following principles apply to professional use of social media on behalf of Challenge-trg Group as well as personal use of social media when referencing Challenge-trg Group, its officers or anyone working within the Group, including any of its Client.

Everyone needs to know and adhere to the Challenge-trg Group Social Media Policy when using social media in reference to Challenge-trg Group or any of its Clients.

Everyone should be aware of the effect their actions may have on their images/videos/comments and posts, as well as Challenge-trg Group/Client image. The information that you post or publish may be public information for a long time.

Everyone should be aware that Challenge-trg Group or its Clients may observe content and information made available by you through social media. You should use your best judgment in posting material that is neither inappropriate nor harmful to Challenge-trg Group, its employees, workers, contractors or Clients.

Although not an exclusive list, some specific examples of prohibited social media conduct include posting commentary, content, or images that are defamatory, pornographic, proprietary, harassing, libellous, or that can create a hostile work environment or in the view of Challenge-trg Group bring the company or that of its Clients into disrepute.

You are not to publish, post or release any information that is considered confidential or not public. If there are questions about what is considered confidential, you should check with the Human Resources Department and/or line manager.

Social media networks, blogs and other types of online content sometimes generate press and media attention or legal questions. You should refer these inquiries to authorized Challenge-trg Group spokespersons or if you are unsure, consult your line manager.

If you encounter a situation while using social media that threatens to become antagonistic, you should disengage from the dialogue in a polite manner and seek the advice of your line manager.

You should get appropriate permission before you refer to or post images of current or former employees, workers, contractors, members, vendors or suppliers. Additionally, you

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should get appropriate permission to use a third party's copyrights, copyrighted material, trademarks, service marks or other intellectual property.

Social media use shouldn't interfere with your work responsibilities. Challenge-trg Group computer systems are to be used for business purposes only. When using Challenge-trg Group computer systems, use of social media for business purposes is allowed (eg: Facebook, Twitter, Challenge-trg Group blogs and LinkedIn – if you have been given permission to do so), but personal use of social media networks or personal blogging of online content is discouraged and could result in sanctions against you.

Subject to applicable law, after-hours online activity that violates Challenge-trg Group Code of Conduct or any other company policy may subject an employee to disciplinary action including termination, workers and contractors may be subject to revocation of your contract.

If you publish content after-hours that involves work or subjects associated with Challenge-trg Group (including its Clients) a disclaimer should be used, such as this: "The postings on this site are my own and may not represent Challenge-trg Group positions, strategies or opinions."

It is highly recommended that you keep Challenge-trg Group related social media accounts (if you are authorised to use them) separate from personal accounts, if practical.