OFFICIAL GOVERNANCE & PARTNER PROTECTION COVENANT

Commercial Neutrality & Non-Solicitation Charter

An Absolute Industry Commitment by NSTA Tasmania to Our Security Industry Partners

NSTA Tasmania operates under an uncompromising principle: we are a dedicated vocational education academy, not a commercial security contractor. In an industry where the boundaries between training providers and guarding operations are frequently blurred, NSTA Tasmania provides absolute commercial independence, zero operational conflicts of interest, and guaranteed workforce protection for our partner employers.

> **The NSTA Tasmania's Neutrality Pledge:** "We do not bid on your tenders. We do not solicit your clients. We do not poach your staff. We exist solely to train, multi-skill, and empower the Tasmanian security industry."

1. Absolute Non-Competition in Commercial Security

• No Master Licences or Guarding Services: NSTA Tasmania does not hold, nor will it ever apply for, an active security business (master) licence to supply manpower.

• Zero Tender Activity: NSTA Tasmania will never tender, quote, or subcontract for static guarding, crowd control, mobile patrols, cash-in-transit, control room monitoring, or event security services.

• Non-Rivalrous Partner: We operate solely as an educational partner to licensed security businesses, never as a competitor in disguise.

2. Strict Non-Solicitation & Workforce Protection

• Protection of Partner Personnel: Any guard, supervisor, or employee enrolled by an employer for professional development or multi-skilling remains exclusively associated with that employer.

• Proactive Anti-Poaching Guarantee: NSTA Tasmania enforces an absolute ban on recruiting, redirecting, or facilitating the transfer of partner-enrolled personnel to third-party employers.

• Neutral Talent Pipeline: Candidates emerging from our independent pre-employment Certificate II

cohorts are made available transparently to our preferred partner network, without favouritism or captive internal recruitment quotas.

3. Commercial Confidentiality & Intelligence Firewalls

• Contract Roster Protection: Operating schedules, deployment details, site-specific standard operating procedures (SOPs), and roster capacity shared with NSTA Tasmania during in-situ training or training audits are treated with strict legal confidentiality.

• Complete Information Firewall: NSTA Tasmania will never share operational intelligence, client account lists, or commercial capabilities of any partner with another contractor, competitor, or external commercial entity.

4. Sovereign Industry Alignment

• Conflict-Free Representation: Unlike training arms subordinate to guarding entities, NSTA Tasmania's peak-body engagement is purely focused on vocational excellence, trainer competence, and raising the operational standard of Tasmania's workforce.

EXECUTED UNDER COMMITMENT TO THE TASMANIAN SECURITY INDUSTRY:

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