

INDIGENOUS ENGAGEMENT POLICY



AUSTRAL
CIVIL | MINING | MARINE

We respect the traditions and cultures of indigenous people and believe that effective management of indigenous participation is an integral component to the success of our business.

We are committed to:

- work to establish positive relationships with local indigenous people and communities that will deliver mutual benefits for all parties.
- ensure that indigenous employment and business opportunities are considered wherever possible.

To demonstrate our commitment, we have set the following objectives to:

- provide a working environment that is culturally sensitive and supportive of indigenous people.
- consult with indigenous groups to improve the understanding of each other's concerns and aspirations.
- adhere to culturally appropriate protocols endorsed by indigenous people.
- encourage our sub-contractors to adopt a proactive policy with respect to the opportunities given to indigenous people in particular, to:
 - demonstrate a commitment to support indigenous enterprises where possible.
 - promote and encourage the engagement of indigenous people into their workforce

We strive to ensure that indigenous employment and business opportunities are considered wherever possible, such as entering into Commercial Collaborative Agreements with indigenous groups and Traditional Owners and Elders of the land in which we work.

LUKE VAN BEEK
Head of People
Austral Construction Pty Ltd

Updated: April 2023
Next Review: April 2025
Revision: 6

This Policy shall be reviewed at least once every 2 years and be communicated to all site personnel during the site induction process and posted in site offices and lunchrooms and be made available to relevant interested parties

