

Community engagement policy



How we responsibly and respectfully engage with communities in a culturally sensitive and transparent way.



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1. INTRODUCTION

1.1 Definitions

Employees	All staff, contractors, consultants and temporary workers of the Pacific Energy group of companies (Group).
Manager	An individual employee's direct supervisor/manager
CEO	Chief Executive Officer

1.2 General Statement of Policy

We set out to build enduring relationships with our neighbours that are characterised by mutual respect, active partnership and long-term commitment. Good management of community relationships is as necessary to our business success as the management of our operations. Good performance requires all of us to accept responsibility for community relationships.

2. OUR PRIORITIES

Our priorities for effective communities and social performance include:

- Identifying the cultural values, traditions and beliefs of the communities and to respect and respond to those values and belief systems.
- Developing and maintaining mutually beneficial relationships with local communities and relevant stakeholders.
- Understanding and striving to minimise any negative social impacts in the development and operation of our businesses.
- Using the comparative advantage of our business to maximise local employment opportunities, and to promote small business development and local contractor opportunities.
- Engaging with local and Indigenous communities on the protection of their cultural heritage.

3. OUR COMMITMENT

To achieve our priorities we will:

- Implement mutually acceptable consultation and engagement procedures that are transparent, inclusive and culturally appropriate.
- Be open and transparent in all dealings with communities and in describing and explaining potential social and environmental impacts that might occur.
- Strive to understand and manage social impacts, risks and opportunities.
- Provide all employees and contractors with an understanding of the business's community context and commitments via induction sessions.

4. POLICY

4.1 Breach of this Policy

Failure to comply with the principles of this policy could result in appropriate disciplinary actions. Additionally, individuals may be subject to loss of the Group access and privileges.

4.2 Policy Review

The CEO will monitor the effectiveness and review the implementation of this policy, considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible.

All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected wrongdoing.

Employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Company Secretary.

This policy will be reviewed annually by 20 December.

4.3 Dissemination of Policy

A copy of this policy will be provided to each employee upon commencement of employment and additional copies will be made available upon request.

4.4 Legislation

- i) Occupational Safety and Health Act 1984
- ii) Occupational Safety and Health Regulations 1996
- iii) AS/NZS 4801:2001 Occupational Health and Safety Management Systems
- iv) Environmental Protection Act 1994



Jamie Cullen
Group CEO

28 September 2022

5. ELECTRONIC APPROVAL RECORD

DATE OF AUTHOR	AUTHOR ROLE	NAME
30/11/2017	HR Services Manager	Mandy Macaskill
DATE OF REVIEW	REVIEWER ROLE	NAME
28/09/2022	Chief People, Culture & Sustainability Officer	Kaye Butler
DATE OF APPROVAL	APPROVER ROLE	NAME
28/09/2022	Chief Executive Officer & Managing Director	Jamie Cullen

6. DOCUMENT AMENDMENT RECORD

DATE OF CHANGE	REVISION	CHANGE EFFECTED
Unknown	1.0	Original
07/04/2015	2.0	Formatted
30/11/2017	3.0	Updated.
07/10/2020	4.0	Updated.
22/06/2022	5.0	Document numbered and formatting
23/01/2024	6.0	Updated cover page.