

Indigenous engagement **policy**



How we build meaningful partnerships and develop socio-economic opportunities with the Aboriginal communities.



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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

The Group respects the traditions and cultures of Indigenous people and believes that effective management of Indigenous participation is an integral component of a successful business.

This Policy recognises the potential for development of relationships and partnerships between the Group and Indigenous communities and the role the Group can play in the socio-economic development of Indigenous people and communities.

2. ENGAGEMENT

The Group will work in partnership with Indigenous people and any relevant traditional land owners to achieve sustainable outcomes and improvements for Indigenous communities. Our approach will be characterised by effective two-way communication, consultation and partnering with all Indigenous communities both locally and abroad. Specifically, the Group will endeavour to:

- Improve the understanding of each other's concerns and aspirations through meaningful consultation;
- Promote employment, education and training opportunities for Indigenous people where possible;
- Understand the responsibilities Indigenous people have to their traditional culture and assist in developing processes that allow for partnerships without hindering that responsibility;
- Assist Indigenous people in identifying positive economic development opportunities and if appropriate, work towards developing and implementing partnerships;
- Provide a working environment that is culturally sensitive and supportive for all employees;
- Engage where possible with custodian owners and their Elders in the indigenous communities that we operate within;
- Promote the recruitment and retention of local indigenous communities to our suppliers and contractors when possible;
- Monitor the impact, performance and improvements achieved by our contribution; and
- Seek business opportunities with clients, suppliers and subcontractors that will assist us in achieving our indigenous engagement goals.

3. OUR RESPONSIBILITY

The Group recognises the local customary needs of Indigenous people and the significant importance of preserving their culture and customs.

Every employee has a personal responsibility to ensure our employees are treated fairly and with respect regardless of their race, culture or values.

Our Management Team will ensure that Indigenous employment and business opportunities are considered wherever possible.

Leaders at all levels in the Group are accountable to communicate the requirements of this Policy and any other policy to all our employees, contractors, visitors and interested parties and involve them in its implementation.

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 work and additional copies will be made available upon request.



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
30/11/2017	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
09/04/2015	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.