

# PIC

## INDIGENOUS POLICY

**Pacific Industrial Company** respects and recognises the culture and rights of indigenous Australians and is committed to developing support and understanding of all indigenous people in areas we operate.

Pacific Industrial Company believes that in living up to that obligation our employees will enjoy a satisfying workplace environment and that each person's access to available opportunities will be based solely on merit.

Based on verified skills, qualifications and abilities, all employees shall be treated fairly in relation to employment, training, development and promotion within our Company.

These commitments clearly extend to the employment, retention, development and management of indigenous employees under the broader umbrella of this Indigenous Policy. Pacific Industrial Company treats all its employees equally and does not differentiate or discriminate against employees or potential employees from any ethnic background.

The company is committed to:

- Promoting, through every employee at all times promote and foster a culturally aware an inclusive workplace and displaying the highest order of cultural sensitivity and respect when interacting with Indigenous people and communities.
- Wherever appropriate, providing education, training and employment opportunities for local indigenous peoples, including when available offering apprenticeships in the area of Metal Fabrication (Boilermaking) and Heavy Duty (Diesel) Mechanics.
- Providing company personnel education in local indigenous cultural awareness to develop mutual respect and understanding.
- According with relevant State and Federal laws by observing relevant indigenous and cultural matters.
- Maintaining frequent communications with local indigenous people.

We understand that the communities in the areas in which we operate, and the individuals who belong to those communities, are involved with our success. We recognise and act on our responsibilities as a community member.

Responsibility for the implementation of this Indigenous Affairs Policy also extends to any Sub-contractors engaged by Pacific Industrial Company.

Dated this 5<sup>th</sup> day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is written over a light blue horizontal line.

**Marco Mosole**  
**Managing Director**