

# Policy

## Indigenous Engagement

### 1 Purpose

Tallai Project Group acknowledges the traditional owners of Australia and their continuing connection to land and community. We pay our respect to them and their cultures, and to the Elders both past and present.

We strongly encourage the employment of indigenous people within the company and provide a work environment that is culturally sensitive and supportive for all employees.

### 2 Objectives

Tallai Project Group is committed to engaging in and maintaining positive, long term, trusting relationships with Aboriginal communities from where we operate by adopting the following principles:

- Acknowledge the historical and ongoing Aboriginal connection to country through cultural and spiritual sites, language and ceremony;
- Engage in respectful, open and honest consultation and ensure conduct is respectful, patient and in good faith;
- Understand that Aboriginal leaders must consult with their community on important matters and that this may take time;
- Work to promote an understanding of the company's operations and have an appreciation that knowledge of the industry may be limited within Aboriginal communities; and
- Ensure our employees and contractors have appropriate cultural awareness and are aware of their obligations towards the protection of cultural heritage sites and Aboriginal relationships.

### 3 Employment

Tallai Project Group works to promote diversity within its workforce and encourages new ideas and perspectives. We seek to understand Indigenous people's goals and capabilities as individuals, businesses or as communities.

Tallai Project Group aims to provide employment opportunities for Indigenous peoples and provide reasonable and relevant assistance for potential candidates.

### 4 Responsibilities

Senior Management is responsible for the implementation and compliance of this policy. Management is responsible for:

- Monitoring trends and changes to the indigenous workforce
- Educating and training employees in cultural awareness

- Partnership and dialogue with indigenous leaders and organisations  
Employees are responsible for:
- Respecting the traditional culture of indigenous people within the workplace