



## Indigenous Participation Policy

LANDROC Pty Ltd is proud of the relationships we have developed with Aboriginal people. A fundamental tenet of the company is the respect for and engagement with traditional knowledge in our work programs. We seek to ensure that we are valued and valuable members of the communities in which we operate, and that we afford opportunities for Indigenous people that result in long-term, sustainable benefits to them and future generations.

We do this by

- Maintaining respectful relationships through understanding Indigenous peoples' aspirations and giving effect to them through our business
- Creating genuine opportunity for individuals and organisations that wish to participate in LANDROC's work programs
- Respecting and understanding Indigenous culture and heritage
- Incorporating traditional knowledge into the robust commercial business model of the company
- Working in partnership with individuals and organisations to develop capacity where opportunity exists.
- Understanding the commitments of our customers to Indigenous Participation so that we align our work programs to assist them.

**Management** will meet these objectives by

- Ensuring all personnel are sufficiently trained to engage with and understand the benefits of traditional knowledge for our business
- Ensuring genuine opportunity exists for Indigenous individuals and organisations where they wish to participate in LANDROC's work programs
- Maintaining close alignment with our customer's' commitments

Each **employee** has the responsibility to:

- Sustain and enhance a corporate culture that celebrates diversity and embraces traditional knowledge
- Support the objectives of this Policy in recruitment, contracting, and in the day-to-day work relationships we nurture
- Work in a manner which ensures the success of this Policy
- Encourage other workers to work in a similar manner
- Willingly and positively participate in training.
- Report or rectify any breaches of this Policy in action or omission that come to his or her attention.