

POLICY:

Aboriginal Engagement

Indianic is committed to fostering respectful and meaningful relationships with Aboriginal and Torres Strait Islander communities.

This policy outlines our approach to engaging, supporting, and partnering with Aboriginal communities, businesses, and individuals. It aligns with State and Federal legislation, including the Aboriginal Heritage Act 1972 (WA) and the Work Health and Safety Act 2020 (WA), and reflects our commitment to equity, inclusion, and reconciliation.

This policy applies to all Indianic employees, contractors, subcontractors, and business partners involved in operations, projects, and community engagement. It covers all Indianic work sites, including marine, onshore, and remote locations.

Indianic acknowledges the Traditional Custodians of the lands and waters on which we operate and are committed to:

- Respecting Aboriginal culture, heritage, and values.
- Engaging and consulting with Aboriginal communities and Traditional Owners.
- Providing employment, training, and business opportunities for Aboriginal people.
- Complying with all relevant legislation and cultural heritage protection laws.
- Building lasting partnerships to promote social, economic, and cultural inclusion.

Operations

- Recognise and respect the cultural heritage of Aboriginal and Torres Strait Islander people in all our operations.
- Ensure cultural protocols are observed when working on or near Aboriginal heritage sites.
- Comply with the Aboriginal Heritage Act 1972 (WA) and other relevant legislation.
- Consult with Traditional Owners and Aboriginal community representatives when planning and executing projects on Aboriginal land.
- Facilitate open dialogue to understand and address community concerns.
- Support cultural awareness by providing employees and contractors with appropriate training on Aboriginal history, culture, and customs.

Training Employment and

- Increase the participation of Aboriginal people through employment, apprenticeships, and traineeships.
- Provide cultural competency training for all staff to foster an inclusive workplace.
- Develop pathways for career progression for Aboriginal employees within Indianic.

Business and Procurement Opportunities

- Support Aboriginal-owned businesses through procurement and supply chain engagement.
- Collaborate with Indigenous suppliers as part of our supply chain strategy.
- Align with the Australian Government's Indigenous Procurement Policy (IPP).

Partnership and Community Support

- Partner with local Aboriginal organisations to deliver community programs.

- Support education and training initiatives that empower Aboriginal communities.
- Engage in Reconciliation Action Plan (RAP) initiatives to promote inclusion and social responsibility.

Legislative and Regulatory Compliance


Indianic will ensure compliance with the following:

- Aboriginal Heritage Act 1972 (WA)
- Work Health and Safety Act 2020 (WA)
- Native Title Act 1993 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Australian Government Indigenous Procurement Policy (IPP)

Responsibilities

- **Senior Management:**
 - Oversee and support Aboriginal engagement initiatives.
 - Ensure compliance with legislation and cultural protocols.
- **Supervisors and Project Managers:**
 - Engage with Aboriginal stakeholders during project planning and delivery.
 - Implement employment and training strategies for Aboriginal participation.
- **All Employees and Contractors:**
 - Respect Aboriginal culture and heritage.
 - Participating in cultural awareness training where required.

This Policy will be reviewed annually by Indianic Management.



Nigel Rees,
Managing Director
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