

Aboriginal and Torres Strait Islander Engagement Policy

As a company, Orontide is committed to creating sustainable and economic opportunities for local people, and industry stakeholders in the areas in which we operate. We place a strong focus on providing employment opportunities for Aboriginal and Torres Strait Islander people through our business and our sub-contractors.

We provide a workplace that is culturally sensitive and supportive of all employees, and are committed to providing long term employment, training and development, and business opportunities for Aboriginal and Torres Strait Islander peoples, suppliers and their communities.

Our commitment and approach is based on the following principles:

- Respecting traditional customs and culture,
- Building and maintaining strong relationships with Aboriginal and Torres Strait Islander peoples, in the communities in which we operate, and
- Assisting communities in achieving long term sustainability.

Orontide is committed to supporting the above principles by:

- Offering competitive apprentice and traineeships,
- Providing a safe and culturally aware workplace for all employees,
- Promoting opportunities for additional training and development,
- Mentoring and coaching Aboriginal and Torres Strait Islander employees,
- Providing meaningful opportunities for Aboriginal and Torres Strait Islander people,
- Listening and responding to concerns respectfully,
- Ensuring our procurement process actively engages Aboriginal and Torres Strait Islander suppliers.

We will continue to review, monitor and update our policies and procedures to ensure we are maintaining progress in our reconciliation journey.



Tony McClure
Chief Executive Officer

3rd July 2024