



First Nations Engagement Policy

This policy sets out Sedgman Onyx's commitment to making a sustainable and mutually beneficial contribution by increasing participation opportunities in our business and building trusting and respectful relationships with Traditional Owners in the regions where we work.

Sedgman Onyx's commitment and approach is based on the following principles:

- Acknowledge and respect Aboriginal and Torres Strait Islander and First Nation cultures, histories and connection to country
- Foster culturally safe workplaces through diverse and inclusive teams
- Provide employment pathways and employment opportunities in the communities where we operate
- Promote supplier diversity and increase local participation in our supply chain.

Sedgman Onyx achieves the above objectives through:

- Provision of Cultural Awareness training and ongoing employee education activities through acknowledgement and celebration of cultural events
- Provision of traineeships, internship opportunities and engagement with community groups to target recruitment campaigns for Aboriginal and Torres Strait Islander and First Nation candidates
- Creating partnerships with local vendors and promoting procurement and supply chain opportunities to Aboriginal and Torres Strait Islander and First Nation businesses.

To ensure continuous improvement in First Nations engagement Sedgman Onyx shall:

- Complete regular evaluations to measure our performance and maintain accountability
- Monitor, review and report the effectiveness of Aboriginal and Torres Strait Islander and First Nations participation and engagement activities and outcomes.

A handwritten signature in blue ink, appearing to read 'Grant Fraser', written over a stylized graphic element consisting of overlapping lines.

Grant Fraser
Director - Sedgman Onyx