



INDIGENOUS EMPLOYMENT & COMMUNITY INVOLVEMENT POLICY

Acqua Drill Resources is flexible, innovative and committed and aligned to Aboriginal employment, providing sustainable employment, training and career development opportunities throughout the business. We are dedicated to cultural diversity and uphold our corporate social and community responsibility.

Our clear objective is to have cultural diversity, respect and awareness embedded to compliment our own company culture.

To achieve this, we will:

- Develop and implement relevant policies, practices, and guidelines to encourage aboriginal employment.
- Understand and promote the importance of traditional cultural principles and diversity.
- Provide sustainable employment, training, and career development opportunities for Aboriginal people.
- Work with relevant stakeholders to enhance the successful employment of Aboriginal people.
- Ensure that the recruitment processes are culturally sensitive and encourage Aboriginal representation across all levels of employment.
- Identify workplace retention strategies for Aboriginal employees.
- Provide appropriate ongoing mentoring, advice, and support for Aboriginal employees.
- Provide training and professional development to promote career advancement opportunities.
- Ensure that Acqua Drill Resources managers and supervisors understand Aboriginal cultural issues through training and development.
- Ensure cross cultural education programs are conducted, where appropriate.

A handwritten signature in black ink, appearing to read "B Elford", is written over a light blue horizontal line.

Brendon Elford

**Operations Manager
Acqua Drill Resources Pty Ltd**