

Indigenous People Policy

Civmec Construction and Engineering is committed to creating a strong relationship with Indigenous people and their communities.

Key strategies in achieving this commitment include:

- Ensuring indigenous people are encouraged to apply for positions within Civmec.
- Developing strong relationships with Indigenous people to ensure cross cultural sensitivities are understood.
- Establishment of an Indigenous people training program, in conjunction with Indigenous community groups, where the skill set of indigenous people is identified and furthered through structured training.
- Assist in the up skilling of indigenous employees and partners in areas of business management with a view to self-sufficiency at management level.
- Improving senior management understanding of key Indigenous issues through training and communication with the Indigenous community.

Civmec's commitment to these key areas will enhance opportunities for Indigenous personnel and ensure strong business relationships with the Indigenous community.

The application of this policy is to all Civmec personnel and projects.

This policy will be reviewed every 2 years.

A handwritten signature in black ink, appearing to read "Patrick Tallon".

Patrick Tallon
Chief Executive Officer
Civmec Construction and Engineering
April 2015