



INDIGENOUS INVOLVEMENT POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations and Maintenance of Surface Mining Plant*.

Global Civil and Mining is committed to working in partnership with indigenous communities and businesses to develop programmes and support networks for indigenous training, employment opportunities and where possible business interaction.

To implement this Policy we will:

- Ensure that we meet our obligations to social responsibility and promoting of cultural diversity in the workplace
- Engage where possible in the sponsorship of indigenous social development programmes and cultural awareness training
- Work in partnership, where possible, with Indigenous people, their communities and Indigenous enterprises to develop specific programs and support for Indigenous employment, education and training

This Policy applies to all personnel engaged in activities under Global Civil and Mining's operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher-level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.

A handwritten signature in black ink, appearing to read 'Kane Blackburn', is positioned above the printed name.

Kane Blackburn
Managing Director
14th March 2023