



INDIGENOUS ENGAGEMENT 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, Maintenance of Surface Mining Plant and Equipment.*

Global Civil and Mining is committed to working in partnership with Aboriginal and Torres Strait Islander Peoples, communities, and businesses, to develop programmes and support networks for 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 social development programmes and cultural awareness training
- Work in partnership, where possible, with Aboriginal and Torres Strait Islander Peoples, their communities, and enterprises to develop specific programs and support for 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 "John O'Donnell", enclosed within a circular scribble.

John O'Donnell
Director
17th April 2026