

Aboriginal and Torres Strait Islander Participation Policy

Seymour Whyte is committed to valuing workplace diversity and ensuring respect for the culture and heritage of Aboriginal and/or Torres Strait Islanders. Our business and projects work with local and indigenous communities to build strong relations and identify opportunities for participation.

This commitment extends across all business units within the Company and we will endeavour to continuously improve our performance and actively foster the principles of:

- Reconciliation, cultural awareness and workplace diversity;
- Contributing to the training and employment of Aboriginal and/or Torres Strait Islander people; and
- Collaborative partnerships fostering open communication.

In order to achieve our goals, we commit to:

- Promoting cultural awareness and diversity across the organisation;
- Creating opportunities for training and employment of Aboriginal and/or Torres Strait Islander people where possible;
- Consciously investigating opportunities to work in partnership with and encourage communication with Aboriginal and/or Torres Strait Islander businesses and enterprises;
- Satisfying contractual requirements of Seymour Whyte's clients; and
- Satisfying legal requirements set out by government agencies.

As Directors we are accountable for the implementation of this policy and we personally empower everyone in our business with the responsibility to achieve our goals.



D. Mackay
Chairman



J. Kirkwood
Managing Director and Chief Executive Officer

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