

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. We are committed to honouring Aboriginal and Torres Strait Island People's unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society. Our business and projects support and work with local and indigenous communities to realise social and economic benefits to those communities.

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, equity, empowerment, 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;
- Respecting the unique and diverse cultural, social and spiritual belief systems practiced by Aboriginal and Torres Strait Islander peoples.
- Creating opportunities for training and employment of Aboriginal and/or Torres Strait Islander people and address possible barriers to participation;
- 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;
- Satisfying legal requirements set out by government agencies; and
- Meeting all our Reconciliation Action Plan deliverables.

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

Rev: August 2020
SW-POL-60