

Aboriginal and Torres Strait Islander Participation Policy

SW-POL-60

Seymour Whyte is committed to valuing workplace diversity and ensuring respect for the culture and heritage of Aboriginal and Torres Strait Islander people. We are committed to honouring our First Nations people 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 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;

- Ensuring an inclusive culture;
- Respecting the unique and diverse cultural, social and spiritual belief systems practiced by Aboriginal and Torres Strait Islander people;
- Creating opportunities for training and employment of Aboriginal and Torres Strait Islander people;
- Address possible barriers to economic and employment participation;
- Consciously investigating opportunities to work in partnership with and encourage communication with Aboriginal and Torres Strait Islander businesses and enterprises;
- Satisfying contractual requirements of Seymour Whyte's clients;
- Satisfying legal requirements set out by government agencies; and
- Having a Reconciliation Action Plan with clear 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
July 2022


J Kirkwood | Managing Director and Chief Executive Officer