



GBTK
Indigenous Engagement Policy

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GBTK (GBTK Pty Ltd, GBTK AUSMAINT JOINT VENTURE Pty Ltd and GBTK PLANT HIRE Pty Ltd) is committed to building and nurturing strong relationships with Indigenous people, families and communities to create increased opportunities for employment and engagement.

We acknowledge Indigenous people as the original carers and custodians of their lands and the importance of preserving their customs and the valuable contributions of Indigenous cultures to the heritage of all Australians

GBTK commit to:

- Effective communication with Indigenous peoples through direct dialogue, referrals, project management and regional partnership opportunities.
- Developing a better understanding of indigenous culture and heritage among staff.
- Incorporating native title and aboriginal cultural heritage considerations in project planning and management.
- Avoiding and minimising the impact of operations on sites of significance and artefacts: and
- Following the principles of equal employment opportunity and striving for diversity in the workplace.

GBTK expected outcomes:

- Productive and mutually beneficial working relationship with Indigenous groups.
- Mutual awareness and understanding of cultures and values.
- Compliance with native title and Indigenous cultural heritage legislation and regulations.

Signed on behalf of the Director/s

Adrian McRae

Name

Signature

12/05/2021

Date