



Indigenous Engagement Policy

Onyx Projects Pty Ltd aims to make sustainable differences to the outcomes of indigenous people in the communities we work in by:

- Providing a working environment that is culturally sensitive and supportive of indigenous people.
- Meaningful consultation with indigenous groups to improve the understanding of each other's concerns and aspirations.
- Encouraging contractors to adopt a proactive policy with respect to the opportunities given to indigenous people in particular, to:
 - demonstrate a commitment to the employment of indigenous people.
 - demonstrate a commitment to support indigenous enterprises where possible.
 - include the engagement of indigenous enterprises as sub-contractors or suppliers.
 - promote and encourage the engagement of indigenous people into their workforce.
- Establishing and maintaining an effective consultation process with the indigenous community.
- Understanding the responsibilities that indigenous people have to their traditional culture.
- Showing respect for indigenous heritage and sacred sites which are a fundamental part of the indigenous social organisation.

A handwritten signature in black ink, appearing to read "Ian Beaumont".

Ian Beaumont
Director

A handwritten signature in black ink, appearing to read "Rob McGregor".

Rob McGregor
Director

A handwritten signature in black ink, appearing to read "Robert Loiacono".

Robert Loiacono
Director

A handwritten signature in black ink, appearing to read "Chris Grierson".

Chris Grierson
Director

Policy effective from July 2017 to June 2019