

Indigenous Peoples Position Statement



**Expect
More**

Perenti is committed to respectfully and proactively engaging with Indigenous peoples in the regions in which we operate. We recognise the rights of Indigenous peoples and respect their culture, acknowledging their special connections to land and water.

We appreciate that our activities often occur on, or near, land traditionally owned by or under the customary use of Indigenous peoples and we will seek to engage, act with integrity and build trust with the Indigenous peoples of these areas.

AS PART OF THIS COMMITMENT, WE WILL:

- Foster meaningful and mutually beneficial relations with Indigenous people, employees, contractors, communities, clients and partners.
- Build and support the Indigenous cultural awareness of our workforce.
- Establish culturally safe and inclusive workplaces.
- Protect cultural heritage at the sites in which we work.
- Create positive employment and procurement opportunities.
- Actively support Indigenous cultural, social, environmental and economic aspirations.
- Embrace learning and collaboration opportunities with Indigenous people and communities.

A handwritten signature in blue ink, appearing to read 'Mark Norwell', with a stylized flourish at the end.

MARK NORWELL

Managing Director and Chief Executive Officer
Perenti

Approved by the Perenti Board on 6 July 2023