



POL-CORP-006

INDIGENOUS EMPLOYMENT & OPPORTUNITY POLICY

Action Drill & Blast recognises that its long term success depends, in part, on the wellbeing and sustainability of the communities in which it operates.

Action Drill & Blast upholds its corporate social responsibilities by working together with the local Indigenous community to provide employment and training opportunities for Indigenous people.

Through the application of this Policy, Action Drill & Blast will strive to achieve key goals as outlined below:

- ▼ Action Drill & Blast endeavours to provide Indigenous employment opportunities on our projects. Where possible we will engage candidates with traditional ties to the local Indigenous community.
- ▼ Indigenous employment will be based on experience, merit or potential. Where experience is lacking, Action Drill & Blast will provide training to improve skills required to carry out the duties successfully.
- ▼ Action Drill & Blast will respect the rights of Indigenous employees by accepting that their cultural obligations could impact on the employee's ability to attend work.
- ▼ Action Drill & Blast supports local Indigenous contracting companies. Indigenous contracting companies are encouraged to express interest in supplying services to Action Drill & Blast.