

Indigenous Engagement and Employment Policy

Synergex Project Services Pty Ltd (The Company) recognises the importance of Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we operate. We are committed to working respectfully with Indigenous peoples and to supporting meaningful participation in employment, procurement and project delivery where it is practical and appropriate to do so.

This policy reflects the Company's commitment to creating opportunities for Indigenous workers and businesses, while ensuring all activities are undertaken safely, lawfully and in line with project requirements.

1. **Legislative and Ethical Commitment**

Synergex is committed to complying with all applicable legislation, including the Fair Work Act 2009 and Work Health and Safety Act 2011, and relevant anti-discrimination legislation. Indigenous participation is supported through fair, inclusive and non-discriminatory employment and procurement practices.

2. **Employment and Workforce Participation**

Where reasonably practicable, Synergex will seek to provide employment and training opportunities for Aboriginal and Torres Strait Islander peoples across its projects. Indigenous participation is encouraged at all levels of the workforce, subject to individuals meeting role requirements relating to safety, capability and competence. Employment decisions are based on merit, while recognising the value of local knowledge, experience and cultural awareness.

3. **Procurement and Supply Chain**

Synergex will consider engaging Indigenous-owned businesses and service providers where they can meet safety, quality, capability and commercial requirements. Indigenous procurement is considered as part of normal procurement planning and decision-making, alongside value for money, reliability and project delivery needs.

4. **Respectful Engagement**

Synergex is committed to respectful engagement with Indigenous communities and stakeholders where projects intersect with Traditional Owner interests. This includes acknowledging cultural heritage considerations and supporting culturally respectful work practices on site.

5. **Capability Building and Relationships**

Where opportunities exist, Synergex aims to support the development of Indigenous capability by building long-term working relationships, providing clear scopes of work, and encouraging participation through open communication and fair procurement processes.

6. **Communication and Awareness**

This policy is communicated to workers, contractors and relevant stakeholders through inductions, toolbox talks and project communications. Synergex encourages awareness and understanding of Indigenous participation and cultural respect across its workforce.

This policy applies to all activities and services within the defined scope of the Synergex Integrated Management System.

Authorised by

Gary Wicks
Managing Director
Synergex Project Services