

## Aboriginal Engagement Policy

Beach Energy is committed to engaging in and maintaining positive, long term, trusting relationships with Aboriginal communities from where we operate by adopting the following principles:

### **Operations - Beach will:**

- Acknowledge and respect the historical and ongoing Aboriginal connection to country through cultural and spiritual sites, language and ceremony;
- Engage in meaningful, open and honest consultation and ensure conduct is respectful, patient and in good faith;
- Understand that Aboriginal leaders must consult with their community on important matters and that this may take time;
- Work to promote an understanding of oil and gas exploration and production operations and have an appreciation that knowledge of the industry may be limited within Aboriginal communities;
- Ensure our employees and contractors have appropriate cultural awareness and are aware of their obligations towards the protection of cultural heritage sites and Aboriginal relationships.

### **Training, Employment and Enterprise - Beach will:**

- Promote diversity within its workforce to encourage new ideas and cultural perspectives.
- Seek to understand Aboriginal goals and capabilities as individuals, businesses or as communities;
- Promote training and employment opportunities within Beach and our contractors and provide reasonable and relevant assistance for potential candidates.

### **Sponsorship - Beach will:**

- Consider sponsorship opportunities which will bring benefit to Aboriginal communities. Prioritising those which encourage the completion of high school with Year 12 or equivalent qualifications;
- Take a long term view with respect to the sponsorship of youth development and education programs which take time to deliver outcomes.