



# Indigenous Participation Policy

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## **Objective**

Beach strives to build positive, long term, trusting relationships with the Indigenous communities from where we operate in Australia and New Zealand.

Beach is committed to protecting cultural heritage, and improving Indigenous participation through employment, training and business enterprise opportunities.

## **Strategy**

To achieve this, Beach will:

- Acknowledge and respect traditional customs and cultural and spiritual connection to Indigenous lands, language and ceremony.
- Engage in meaningful, open and honest consultation and ensure conduct is respectful, patient and in good faith.
- Work closely with Indigenous communities and traditional custodians / tangata whenua to understand any potential impacts of our activities and develop solutions together.
- Promote diversity and inclusion within the business with cultural awareness training, and recognition or participation in Indigenous community events.
- Implement an Indigenous participation plan to foster, employment, training and enterprise opportunities throughout our business.
- Develop procurement strategies that consider Indigenous capability either directly or through Beach's supply chain.
- Support Indigenous projects and initiatives as part of Beach's community investment program.

This policy has been reviewed and endorsed by the Beach Board of Directors.

## **Application**

This policy applies to all personnel associated with Beach activities.

March 2021

**Document status**

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<b>Revision</b>	<b>Date reviewed</b>	<b>Prepared by</b>	<b>Reviewed by</b>	<b>Endorsed by</b>	<b>Date of and final approval by</b>
1.0	1/02/2021	HR and Community Team	Group Executive Human Resources	Board	16/02/2021

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**Amendment record**

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<b>Revision</b>	<b>Clause</b>	<b>Description of amendment</b>
1.0		Policy replaces Aboriginal Engagement Policy 2015

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