

## CULTURAL HERITAGE POLICY

Decmil Australia Pty Ltd is committed to working with the community and Indigenous people of the North West, from those regions in which we undertake projects, to maintain cultural heritage of specific places and/or objects significant to Indigenous cultural tradition.

Decmil's objectives and goals in this regard are:

1. To consult with the Indigenous communities where we work and to ensure all care is taken in regard to Indigenous cultural heritage.
2. To provide Indigenous cultural awareness training to Company employees and to contractors.
3. To establish alliance and joint venture arrangements with regional foundations and communities to ensure Indigenous cultural heritage is maintained.
4. To work closely with the client and interested stakeholders to ensure cultural heritage is maintained across our operations, where required.

The Directors of Decmil Australia Pty Ltd accept responsibility for ensuring that the objectives of the Company are followed, through the appointment of business managers who have a clear understanding of the policies expressed by the Company.

The responsibility for the implementation of the Cultural Heritage Policy rests with all employees at all levels of the Company.



RAY SPUTORE  
**Managing Director**