

INDIGENOUS AFFAIRS POLICY

Decmil Australia Pty Ltd is committed to working with indigenous people from those regions in which we undertake projects, in order to provide opportunities for indigenous people to develop skills through employment and to develop commercial business opportunities. Decmil's objectives and goals in this regard are:

1. To consult with the Aboriginal Communities where we work and to promote an understanding of both parties interests and aspirations.
2. To provide Aboriginal Cultural Awareness training to Company employees and to Contractors working with indigenous communities and/or on joint ventures with Aboriginal Groups.
3. To establish the basis for the training and the sustained employment of indigenous people within our business.

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 Indigenous Affairs Policy rests with all employees at all levels of the Company.



RAY SPATORE
Managing Director