

Indigenous Participation Policy



Purpose and Scope

Hague Australia strives to promote diversity in the workplace through a positive and proactive approach to Indigenous participation.

The Company believes a truly diverse workforce, representative of the broader Australian community including Indigenous Australians, will produce positive outcomes for its business activities. The Company is strongly committed to working in partnership with the Aboriginal and Torres Strait Islander Communities to increase their job opportunities within the Company and in the wider community.

Policy

As a part of its commitment to equal employment opportunity and workplace diversity, the Company will aim to:

- Create a work environment that is free from discrimination, promotes an understanding of Indigenous culture, and is culturally respectful and inclusive.
- Acknowledge the importance and relevance of traditional (clan, cultural, community) principles.
- Provide a nurturing working environment that understands and supports the importance of family and community commitments.
- Engage where possible Indigenous Contractors, Sub-Contractors, and suppliers.
- Engaging with relevant organisations within the community that specialise in Indigenous recruitment and/or engagement.
- Provide a workplace environment where Indigenous individuals are encouraged to achieve their full potential.

Our Actions

- Ensure Hague Australia has a culturally aware workforce
- Work proactively with landholders, local communities, Traditional Owners / clans and Indigenous communities to ensure they are fully informed prior to accessing land
- Apply best practice in the assessment, identification, and protection of cultural heritage
- Actively work to increase the benefit of development activity to local industry and

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Traditional Owners / clans through the supply chain

- Positively favor local and Indigenous businesses by considering the social license value when evaluating contract proposals
- Give preference to those tenderers that maximise local content in both labor and materials where comparative tenders are commercially competitive and technically acceptable
- Develop procurement strategies that take into consideration local and Indigenous capability
- Engage local schools to promote the benefits of natural gas and career opportunities
- Provide employment and training opportunities through education and workforce pathways programs
- Implement our community investment framework across our assets
- Actively promote the development of local industry in regions where Hague Australia operates

Objectives

The Company has set objectives to achieve its goal of increased Indigenous workplace participation. Each objective will be reviewed on an annual basis to assess the Company's progress and performance to these objectives.

- Increase awareness of the Company's Indigenous employment strategies
- Develop cultural awareness and understanding amongst existing workplace participants
- Partner with specialist external agencies to increase Indigenous recruitment and retention of Indigenous employees.

Variations

The Company will review this Policy on an annual basis, and reserves the right to vary, replace or terminate this policy at any time.

A handwritten signature in black ink, appearing to read "M. Wheble".

Mike Wheble
Managing Director
Hague Australia