

Heathgate recognises that a positive relationship with the Aboriginal communities in the regions in which Heathgate operates is vital to sustaining the long-term viability of our business. Working together, sharing and respecting different knowledge systems helps unlock future resources and generate mutual benefits.

Our Commitment

Heathgate strives to build and maintain positive, long-term, trusting and respectful relationships with the Aboriginal communities in the regions in which Heathgate operates.

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

To achieve this Heathgate will:

- Acknowledge and respect the historical and ongoing connection to country of Aboriginal people, through cultural and spiritual sites, language and ceremony.
- Respectfully engage in meaningful, open and honest consultation and ensure conduct is respectful, patient and in good faith.
- Apply best practice in the assessment, identification and protection of cultural heritage throughout all operations.
- Ensure our employees have appropriate cultural awareness training and understand their obligations within agreements and to the protection of cultural heritage sites.
- Provide meaningful, sustainable employment and training opportunities.
- Develop procurement strategies that consider local Aboriginal business capability either directly or through Heathgate's supply chain.
- Participate in community events, and support projects and initiatives that bring benefit to the local Aboriginal community.

This Policy has been endorsed by the Senior Management Team and is approved by the President of Heathgate.

This Policy will be reviewed every three years (as a minimum) to ensure it remains appropriate to Heathgate and reflects community standards and expectations.

Signature:



Name: **Joe De Gennaro**

Date: 23 October 2024