

## INDIGENOUS AUSTRALIANS POLICY

### PURPOSE

Primero is a culturally diverse organisation committed to equal opportunity in employment. We appreciate the importance of employing Indigenous Australians throughout our operations and respect the diversity of Indigenous Australian culture.

The purpose of this policy is to communicate Primero's approach to employment of Aboriginal and Torres Strait Islander People.

### OUR AIM

- Commit to recruiting, developing and retaining the highest calibre of employees in accordance with our recruitment and selection procedures;
- Identify relevant and appropriate areas within Primero and across all sites where positions for Indigenous Australians may be developed;
- Develop specific strategies aimed to increase Indigenous people's access to employment by sourcing and utilising resources promoted by the Australian Government;
- When appropriate, participate in relevant training and development opportunities in a culturally appropriate manner;
- Recognise the cultural heritage and rights of Indigenous Australians and develop, maintain and promote social awareness and respect throughout the workforce;
- Develop relationships with Indigenous business organisations and communities; and
- Commit to working with traditional owner groups in remote areas to identify opportunities for Indigenous People within current and new contracts.

### COMMITMENT TO OUR CLIENTS

This policy applies to all Primero personnel and contractors across all projects and operations at all times. The Board of Directors commits to the promotion of this policy and ensuring that employment opportunities for Indigenous Australians are developed and accompanied by relevant support programs.



**Mark Connelly**  
Non-Executive Chairman



**Cameron Henry**  
Managing Director



**Dean Ercegovic**  
Executive Director



**Brett Grosvenor**  
Executive Director