



Indigenous Policy

Talco Group acknowledges the traditional custodians of country.

Talco Group places a very high value on cultural diversity, and this is a key component in our philosophy and ongoing development as an Equal Opportunity employer.

Talco Group is committed to employing Indigenous people and has set a goal of recruiting Indigenous Australians to fill at least 10% of our workforce by the end of 2022.

Talco Group aims to:

- Provide and maintain a culture that reflects our strong values and the importance of diversity within our company.
- Strengthen our relationship within Indigenous communities by creating lasting employment opportunities.
- Build on our relationships with local Indigenous organisations.
- Encourage Indigenous people to apply for available positions within our company.
- Provide ongoing training and support for our Indigenous staff.
- Ensure Indigenous employees receive real and appropriate training to facilitate sustainable employment outcomes.
- Offer mentoring for Indigenous people employed by us.
- Promote the awareness and understanding of Indigenous culture in our workforce.
- Develop a work environment that demonstrates respect for Indigenous culture and country.
- Ensure that all Talco Group personnel and contractors are informed of and understand their obligations with respect to this policy.

The operations of this policy and the identification of our requirements in relation to Indigenous affairs for Talco Group will be monitored by the undersigned having overall responsibility.

A handwritten signature in black ink, appearing to read 'Patrick Nicholson'.

Patrick Nicholson

Director January

2023