

INDIGENOUS AFFAIRS AND CULTURAL HERITAGE POLICY

APH Contractors Pty Ltd is committed to working with the community and Indigenous people in order to provide opportunities for Indigenous people to develop skills through employment; to maintain cultural heritage of specific places and/or objects significant to Indigenous cultural tradition.

APH Contractors objectives and goals in this regard are:

- To consult with the Aboriginal Communities where we work and to promote an understanding of both parties interests and aspirations.
- To ensure all care is taken in regard to Indigenous cultural heritage.
- To establish the basis for the training and the sustained employment of Indigenous people within our business.
- To establish alliance and joint venture arrangements with foundations and communities to ensure Indigenous cultural heritage is maintained.
- To work closely with the client and interested stakeholders to ensure cultural heritage is maintained across our operations, where required.

A handwritten signature in blue ink, appearing to read 'Frank Kenny'.

Frank Kenny
Managing Director

01/07/2018