

INDIGENOUS AFFAIRS POLICY

Hertel Modern believes enduring relationships with indigenous communities are necessary for our business's success.

Objectives

Hertel Modern establishes and maintains sustainable and mutually advantageous relationships with indigenous communities wherever it operates.

Hertel Modern achieves this by:

- Consulting relevant indigenous communities to promote an understanding of each others concerns and aspirations;
- Providing Hertel Modern Management and Supervisory personnel, Cultural Awareness training and development
- Assisting indigenous communities to manage issues and challenges they face as a result of Hertel Modern's activities;
- Assisting indigenous people to compete effectively for employment within Hertel Modern;
- Seeking opportunities for indigenous communities to participate in Hertel Modern's operations through commercially competitive, contractual and other cooperative ventures; and
- Supporting partnerships that make a positive difference to indigenous communities.

Responsibilities:

The Director of Hertel Modern is accountable to the Board of Directors for ensuring this policy is implemented and that its effectiveness is reviewed annually.

Responsibility of the application of this policy rests with all Hertel Modern employees and contractors.

A handwritten signature in blue ink, appearing to read "Skea", with a horizontal line underneath.

Steve Skea
Managing Director

5th April 2016