

INDIGENOUS HERITAGE & AFFAIRS POLICY

Upstream Production Solutions (Upstream PS) is a leading provider of operations, maintenance, projects, and advisory services with a reputation for providing safe, innovative, and sustainable solutions.

We are committed to maximising opportunities for Indigenous people while maintaining long-term sustainable business relationships with Indigenous enterprises within the communities in which we work. We recognise the need to raise awareness of the cultural, social, and economic issues which affect our Indigenous people and demonstrate respect and understanding of Indigenous heritage.

To achieve this objective, we shall:

- Respect Indigenous cultural rights, values, beliefs, and the on-going connection Indigenous people have with land, waters and community, and support culturally appropriate learning and development programs for Indigenous people.
- Work in partnership with Indigenous people to foster strong relationships to contribute towards their economic development and conduct our activities and operations in a manner that supports fundamental human rights, respects the traditional rights of Indigenous people, and values their cultural heritage.
- Have an honest and open approach and adhere to cultural protocols when engaging with Indigenous peoples and have support structures in place for both our Indigenous and non-Indigenous employees.
- Support the provision of Aboriginal Cultural Awareness and related education programs and inform all employees and sub-contractors of Indigenous heritage sites in the vicinity of our projects through our induction process.
- Implement a process in that if any of our contracting work uncover material of Indigenous origin, all work in that area shall cease and the incident reported to the appropriate authorities and appropriate protocols followed.
- Through site specific induction processes, inform all personnel and contractors of all indigenous heritage sites in the vicinity of our work.

Cameron Wills
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