

INDIGENOUS AFFAIRS POLICY

Upstream Production Solutions Pty Ltd (Upstream PS) is committed to contributing to the development of Indigenous communities through the promotion of employment, career development and commercial opportunities. This policy recognises the potential for development of sustainable relationships and partnerships between Upstream PS and Indigenous communities.

Our Vision - to make a positive contribution towards sustainable change for Indigenous Australians.

Our Commitment

Our commitment is underpinned by recognising the need to demonstrate respect and an understanding of the cultural, social and economic issues which affect Indigenous people as a result of the activities of industry in this country.

To meet this commitment, we will strive to:

- Respect Indigenous cultural rights, values, beliefs and the on-going connection Indigenous people have with land, waters and community.
- support culturally appropriate learning and development programs for Indigenous people.
- Work in partnership with Indigenous people and groups to foster strong relationships to contribute towards their economic development.
- Ensure we have an honest and open approach and adhere to cultural protocols when engaging with Indigenous peoples.
- Ensure support structures are in place for both our Indigenous and non-Indigenous employees.
- Support our actives through the provision of Aboriginal Cultural Awareness and related education programs.

Responsibility

- All employees have a responsibility to ensure our personnel are treated fairly and with respect, regardless of race or culture.
- Our management team will strive to ensure that the Indigenous and commercial opportunities are considered throughout our operations.
- Leaders at all levels of Upstream PS are accountable in communicating the principles and objectives of this Policy to all employees, contractors, visitors and interested parties.

Cameron Wills
Chief Executive Officer
Upstream Production Solutions

Geoff Jones
Managing Director
GR Engineering Services

