

INDIGENOUS HERITAGE POLICY

Upstream Production Solutions Pty Ltd (Upstream PS) core values commit to an effective Indigenous Heritage Policy based on the following principles:

- Upstream PS will conduct its activities and operations in a manner that supports fundamental human rights, respects the traditional rights of indigenous people and values their cultural heritage.
- All employees and subcontractors shall be informed of all indigenous heritage sites in the vicinity of Upstream PS projects, through the Upstream PS site specific induction process.
- Should any of Upstream PS contracting work uncover any material that may be of indigenous origin, all work in that area shall cease and the incident will be reported to the appropriate authorities. These areas shall be clearly sign posted and barricaded from other work areas without delay.

Cameron Wills
Chief Executive Officer
Upstream Production Solutions

Geoff Jones
Managing Director
GR Engineering Services

Upstream PS is a wholly owned subsidiary of GR Engineering Services Ltd

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