

INDIGENOUS HERITAGE & 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.

Our Vision is to make a positive contribution towards sustainable change for our Indigenous people.

Our Commitment

We recognise the need to demonstrate respect and understanding of the cultural, social, and economic issues which affect our Indigenous people as a result of the activities of industry in this country.

We will strive to:

- 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.
- Ensure we 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 our activities through 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 Upstream PS projects through our induction process.
- Should any Upstream PS 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.

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

24 March 2021 00CMTPOLPY010_2

