



INDIGENOUS PARTICIPATION POLICY



KEPCO Bylong Australia (KEPCO) is corporately committed to effective social performance management and maintaining good community relations on the Bylong Coal Project. Facilitating Indigenous participation through employment and business opportunities is a key component of this, and of continuing to enhance the company's social license to operate.

KEPCO believe that a key step toward achieving this goal is to outline their commitment to the first Australians, the Australian Aboriginal and Torres Strait Islander people, through this Indigenous Participation Policy.

KEPCO have adopted a multi-faceted definition of what constitutes Indigenous participation and therefore consider not only at the employment of Aboriginal and/or Torres Strait Islander people but also at the engagement with, and development of, Indigenous businesses and the Indigenous people living in the communities in which they operate.

In this regard, KEPCO and its contractors will:

- Provide full, fair and reasonable opportunity to Australian Industry, with a specific focus on Indigenous businesses.
- Maximise Indigenous business participation for the Bylong Coal Project where economically possible based on health, safety, environmental safeguards, schedule, quality and cost.
- Establish and maintain sustainable employment and career development opportunities for Indigenous people.
- Develop and deliver cultural awareness training to relevant areas of the business.
- Establish a mentoring program to support Indigenous employees.
- Increase Indigenous representation via targeted graduate, vacation student and trainee / cadet and recruitment initiatives.
- Create partnerships with relevant government and non-government organisations that can support a range of recruitment, mentoring and training initiatives.

To achieve this, KEPCO will establish clear plans and targets for Indigenous participation for the Bylong Coal Project, and will aim to ensure Indigenous participation requirements filter down to major contractors and sub-contractors.

The Bylong Coal Project Procurement and Social Performance teams are accountable for communicating the principles and objectives of the Indigenous Participation Policy, for setting business and Project targets for Indigenous participation, and for overseeing the development and implementation of specific initiatives to support our objectives. The application and success of this policy rests with all KEPCO employees and contractors.