



## Aboriginal and Torres Strait Islander and Community Engagement Policy

Multiplant Holdings and its controlled entities (Multiplant and KMJV) recognise their moral responsibility to contribute and support the health of our neighbours and the wider community where we do business.

Wherever we operate, we strive to understand the social, environmental, and economic implications of our activities so we can improve benefits and reduce negative impact, both for the local community and for the overall economy.

We strive to familiarise ourselves with local businesses and the surrounding community wherever we operate. Activities requiring community consideration include, but are not limited to:

- ❖ Purchasing/Hire of equipment and supplies;
- ❖ Waste management;
- ❖ Employment and subcontracting;
- ❖ Training and Development;
- ❖ Consulting and specialist services.


We recognise the original custodians of Australia and Torres Strait Islands and understand the importance of this cultural heritage in the modern Australian way of life.

As such we actively encourage greater participation of Indigenous people to attain gainful and meaningful employment within the company, either by direct hire or through Joint Venture Agreements with local Indigenous Employers.

To support the development of opportunity for Indigenous people and organisations we:

- ❖ Actively promote engagement of Indigenous employees through our employment and onboarding process
- ❖ Actively engage Indigenous Companies, either through direct participation or Joint Venture agreements
- ❖ Continuously develop Indigenous employment opportunities at varied works locations
- ❖ Commit to achieve a minimum of 10% of the workforce, either through subcontractor engagement or direct employ, be of Indigenous heritage by 2030.

This policy guides our company efforts to intently foster improvements through targeted engagement of local communities for the mutual benefit of our business, our employees, and the communities we operate within.

Managing Director:  \_\_\_\_\_ Date: 09 / 05 / 2024