



# Indigenous Australians

Resource Development Group Limited (RDG), and its subsidiaries, are committed to building relationships with Indigenous Australians, their culture and the communities in which they live, and acknowledges its responsibility to employ and/or engage Indigenous Australians throughout our operations.

RDG's goal is to achieve equal opportunity in employment, while ensuring that Indigenous Australians are afforded opportunities to engage and participate in employment, education and training initiatives.

To achieve this goal, RDG will;

- ✓ Work with Indigenous communities to ensure they are afforded opportunities to engage and participate in employment, education and training initiatives which support and strengthen mutual knowledge, understanding and respect;
- ✓ Recruit, develop and retain the highest calibre of employees in accordance with our Equal Opportunity Policy and Recruitment and Selection Procedures;
- ✓ Partner with Indigenous Australian businesses and/or companies who demonstrate a substantial commitment to employment of Indigenous Australians;
- ✓ Identify relevant and appropriate areas within the company where positions for Indigenous Australians may be created;

- ✓ Provide relevant training and development opportunities in a culturally appropriate manner;
- ✓ Develop specific strategies aimed at assisting Indigenous Australians to increase access to employment by sourcing and utilising resources promoted by the Australian Government;
- ✓ Recognise and respect the cultural heritage and rights of Indigenous Australians; including the principles of self-determination;
- ✓ Develop, maintain and promote social awareness and respect throughout the workforce.

RDG will periodically review this policy to ensure that our business continues to engage with Indigenous Australians.

Andrew Ellison  
Chairman