

## Indigenous Engagement Policy

Vocus is committed to working with Indigenous communities in a way that respects Indigenous cultures, values and beliefs.

We acknowledge Aboriginal people as Australia's first peoples, and as the Traditional Owners and custodians of the land on which we live and work. We acknowledge the profound and intimate relationship that Australian Indigenous people have with land and water and that they are of significant cultural, spiritual and economic importance to Indigenous people.

This policy is dedicated to ensuring that the relationship and engagement between Vocus and our nation's First People continues to be respectful and prosperous.

We expect that the activity of our team members will be aligned to our sustainability principles and values in taking care of our responsibilities in the way that our people and communities deserve.

Further, Vocus is committed to:

- Meaningful engagement with custodial owners, representative organisations and Elders in the indigenous communities in which we operate
- Close working arrangements with relevant authorities engaged with managing indigenous interests
- Proudly partnering with custodial owners and Elders in the indigenous communities in which we seek to extend our services to ensure deployment is conducted with sensitivity to culturally significant landmarks and ownership
- Providing meaningful opportunities through our scholarship program and our initiative The Visibility Project
- Maintaining a workplace environment that is supportive of all cultures
- Monitoring the impact and performance of our engagement
- Seeking further opportunities to work with Indigenous suppliers
- Seeking further channels to support Indigenous employment opportunities within Vocus

Underlying all our activity is a belief in transparency, accountability, honesty and conducting business with integrity for the benefit of our customers, team members, shareholders and community.