

## Indigenous Inclusion Policy

Vocus is committed to maintaining a safe working environment that is respectful of Indigenous identities, cultures, beliefs, values and experiences. We recognise that many Indigenous people experience numerous health, financial, social, visibility, political disadvantages and prejudice.

We acknowledge that Australian Indigenous people belong to the oldest continuous culture in the world, as Australia's first people, and are the Traditional Owners and custodians of the land on which we live and work.

This policy dedicated to supporting our nation's First People, as well as seeking to encourage awareness and cultural sensitivity in our non-Indigenous team members. 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.

Vocus commits to:

- Gaining a greater understanding of the past and understanding the priorities and aspirations of the Indigenous communities with which we interact, in order to improve the ways in which Vocus can support Indigenous opportunities and benefits in both the telecommunications industry and resulting services
- Continuing to work with Traditional Owners, relevant authorities and regulating bodies on the deployment of terrestrial cable, in compliance with our Indigenous Engagement Policy
- Appropriately attracting Indigenous people to Vocus, including an engagement with an Indigenous recruiter
- Supporting the retention and advancement of Indigenous people in our employ as well as in our industry
- Rejection of all forms of racism and intolerance in the workplace
- The development and installation of Acknowledgement of Country signage and appropriate cultural material in our offices around the country
- Continuing to promote Indigenous excellence through The Visibility Project
- Pursuing opportunities such as internships and cadetships 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.