

# INDIGENOUS PARTICIPATION POLICY

Dust-A-Side is a global provider of Haulroad and Dust Control Management solutions.

**Dust-A-Side is committed to Indigenous participation across its business operations through equal employment opportunity and workforce diversity without prejudice to race, colour or gender.**

Dust-A-Side's objectives are to:

- Increase the participation rate and employment outcomes of Indigenous Australians across all operations and activities to at least reflect participation levels in society.
- Develop leading strategies and contribute to shaping the national agenda in Indigenous employment and engagement.
- Redress, through affirmative action in employment, the past disadvantage experienced by Indigenous Australians.
- Create a work environment that is free from discrimination, promotes an understanding of Indigenous culture, and is culturally respectful and inclusive.
- Build and develop a positive working relationship with the community and relevant stakeholders about improving employment outcomes for Indigenous Australians.

In order to achieve the stated objectives, Dust-A-Side shall:

- Provide an environment where Indigenous employees are encouraged to achieve their full potential.
- Celebrate the knowledge, skills and history of Indigenous Australians and recognise the cultural diversity this knowledge brings to the workplace.
- Provide a workplace where cultural, social and religious systems practiced by Indigenous Australians are respected.
- Positively and proactively seek to recruit Indigenous Australians where appropriate.
- Offer career development programs such as training, education, mentoring, and other learning initiatives to build individual skills and leadership capacity. These programs will assist in retaining Indigenous Australians at Dust-A-Side.
- Work with external partners and Indigenous employment agencies to develop traineeship, apprenticeship and support for work placements.
- Assess subcontractor and supplier's Indigenous participation strategies as part of our selection process and monitor on-going compliance.
- Seek opportunities to partner with and engage with Indigenous businesses and personnel as part of our regular business.
- Display copies of the indigenous participation policy throughout our operations in order to promote its importance.

A handwritten signature in blue ink, appearing to read 'Neil Hoskin', with a long horizontal stroke extending to the right.

**Neil Hoskin**  
General Manager  
Dust-A-Side Australia