

## INDIGENOUS PARTICIPATION POLICY

Teneo aims to actively promote participation opportunities for Indigenous Australians. Teneo is committed to endorsing the employment of Indigenous Australians wherever possible and understands the responsibility it has in supporting the development of indigenous employment prospects.

An Indigenous Participation Plan has been developed to maximize opportunities for Indigenous Australians. At a minimum, Teneo aims to:

- Employ, maintain and exceed Industry Indigenous employment targets.
- Develop and implement education and training procedures to make employment opportunities more accessible for Indigenous Australians.
- Manage subcontractors to support and conform with Teneo's standards of Indigenous participation.
- Actively promote local indigenous employment opportunities when undertaking remote projects.

Teneo is committed to providing Indigenous Australians with skills-based training initiatives to maximise employment opportunities.



**John Ferguson**  
Chief Executive Officer, October 2020