

INDIGENOUS ENGAGEMENT POLICY

Indigenous Engagement Management

This policy supports **MCS Civil (NSW) Pty Ltd** commitment to embrace the spirit and intent of our statutory obligations as a PCBU.

Policy Objective

MCS Civil (NSW) Pty Ltd is committed to building and nurturing strong relationships with Indigenous people, families, and communities to create increased opportunities for employment and engagement.

We acknowledge Indigenous people as the original carers and custodians of their lands and the importance of preserving their customs and the valuable contributions of Indigenous cultures to the heritage of all Australians

Policy Statement

MCS Civil (NSW) Pty Ltd commitment is that we will:

- Effective communication with Indigenous peoples through direct dialogue, referrals, project management and regional partnership opportunities
- Developing a better understanding of indigenous culture and heritage among staff
- Incorporating native title and aboriginal cultural heritage considerations in project planning and management
- Avoiding and minimising the impact of operations on sites of significance and artefacts
- Following the principles of equal employment opportunity and striving for diversity in the workplace

MCS Civil (NSW) Pty Ltd expected outcomes:

- Productive and mutually beneficial working relationship with Indigenous groups
- Mutual awareness and understanding of cultures and values
- Compliance with native title and Indigenous cultural heritage legislation and regulations

Signed By:

Christopher Murphy

Managing Director



Signature

21st September 2024

Date