

Combined Electrical acknowledges Indigenous people as the traditional owners and caretakers of their lands.

The Combined Electrical Indigenous Participation Policy seeks to provide employment, education and training opportunities for Indigenous people throughout CE's operations.

These opportunities will add to and enhance existing skill levels, experience, and standard of living and provide life and career choice for Indigenous participants.

Combined Electrical; will achieve this by:

- Remaining committed to employing Indigenous personnel whenever persons demonstrate the competence and qualifications for such positions;
- Taking reasonable steps to implement programs that promote the training of Indigenous Participants throughout the range of available job classifications, as approved by the Company for the express purposes of providing ongoing employment to local Indigenous communities;
- Partnering with Indigenous Groups, Indigenous Employment organisations, Job Networks Agencies and Government Departments to identify potential applicants for training and employment opportunities;
- Providing pathways, further education and progression opportunities for Indigenous employees;
- Providing personal development to ensure Indigenous employees are equipped to deal with workplace, family, personal issues and developing relationships with non-indigenous colleagues;
- Assisting applicants overcome barriers to gaining employment such as obtaining licenses, medicals, and overcoming literacy / numeracy issues; and
- Providing mentorship to support Indigenous staff once employed.

Combined Electrical is committed to enabling Indigenous communities and their members to benefit from the operations of the Company. These benefits will be realised through the creation of opportunities for both those communities and their constituents. In doing so the Company seeks to act for mutual benefit for itself, the communities and their individual members.

Combined Electrical acknowledges that achieving these objectives relies on the commitment of all employees, to ensure CE's long-term success alongside our customers.

POLICY VERSION AND REVISION INFORMATION

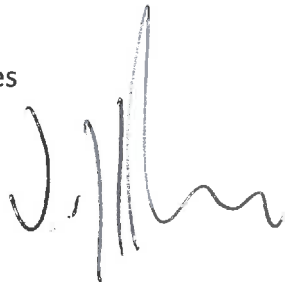
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