



## Indigenous Participation Policy

KAEFER is committed to supporting and cooperating in Indigenous engagement and training and development programmes whenever they are encountered. We believe that in order to better our long-term relationships, there must be a mutually beneficial outcome which will address some of the “**Indigenous Social Needs**”.

### **Our Approach:**

- > Understand the genuine social and developmental requirements within the regions;
- > Work and engage with the local community in unique ways to encourage participation in our business and social activities;
- > Develop a community spirit in order to integrate and establish long term relationships;
- > Establish clear communication protocols for working with Indigenous people;
- > Encourage the relevant participation of suitably skilled Indigenous people and qualified associated business in our projects;
- > The improvement of cross-cultural awareness through induction, training, and education of KAEFER personnel in Indigenous people, culture, and workplace relationships.

A handwritten signature in black ink, appearing to read 'Victor Bogos', is positioned above a horizontal dotted line.

**Victor Bogos**  
Managing Director  
January 2021



**SMART  
CHOICES**



**SAFE  
CHOICES**



**PROUD  
CHOICES**



**GREEN  
CHOICES**



**HEALTHY  
CHOICES**



**EFFICIENT  
CHOICES**