



INDIGENOUS PARTICIPATION

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1. Purpose and scope

Ericom strives to promote diversity in the workplace through a positive and proactive approach to Indigenous participation.

The Company believes a truly diverse workforce, representative of the broader Australian community including Indigenous Australians, will produce positive outcomes for its business activities. The Company is strongly committed to working in partnership with the Aboriginal and Torres Strait Islander Communities and agencies to increase their job opportunities within the Company and in the wider community.

2. Policy

As a part of its commitment to equal employment opportunity and workplace diversity, the Company will aim to:

- Create a work environment that is free from discrimination, promotes an understanding of Indigenous culture, and is culturally respectful and inclusive
- Acknowledge the importance and relevance of traditional (clan, cultural, community) principles
- Provide a nurturing working environment that understands and supports the importance of family and community commitments
- Engage where possible Indigenous contractors, sub-contractors and suppliers
- Engaging with relevant organisations within the community that specialise in Indigenous recruitment and/or engagement
- Provide a workplace environment where Indigenous individuals are encouraged to achieve their full potential

3. Objectives

The Company has set objectives in order to achieve its goal of increased Indigenous workplace participation. Each objective will be reviewed on an annual basis to assess the Company's progress and performance to these objectives.

- 3.1 Increase awareness of the Company's Indigenous employment strategies.
- 3.2 Develop cultural awareness and understanding amongst existing workplace participants.
- 3.3 Partner with specialist external agencies to increase Indigenous recruitment and retention of Indigenous employees.

Variations

The Company will review this Policy on an annual basis, and reserves the right to vary, replace or terminate this policy at any time.