



## Indigenous Engagement Policy

Weartek is committed to respecting Aboriginal and Torres Strait Islander people's enduring connection to the lands, skies, waters, plants and animals. We recognize the value and significance of indigenous people in achieving and maintaining a diverse community.

Weartek is committed to inclusive and respectful engagement with Aboriginal and Torres Strait Islander peoples across all lines of our business.

This Indigenous Engagement Policy recognises the potential for the development of relationships and partnerships between Weartek and Indigenous people, community and organisations.

Our Commitment, where opportunities exist, is to:

- Work in partnership with Indigenous people, communities and organisations to foster strong relationships.
- Respect Indigenous cultural rights, values and beliefs including the deep connections that exist with the land, waters and communities.
- Ensure that culturally appropriate protocols are established at all levels of our business.
- Ensure that support structures are in place for all employees, irrespective of cultural or ethnic background.
- Identify appropriate areas within the business where suitable positions may be developed and assist with training and job readiness.
- Support the provision of Indigenous Cultural awareness to ensure that the integrity of this policy is maintained.

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### Review Details

This policy was adopted by Weartek on 23<sup>rd</sup> March 2022.

This policy was last updated on 23<sup>rd</sup> March 2023.