

ABORIGINAL EMPLOYMENT AND TRAINING POLICY

Cadoux Limited is an equal opportunity employer and employment is offered on a non-discriminatory basis. All employees and applicants for employment are treated in accordance with their skills, qualifications, abilities and aptitudes, while recognising that special programs may need to be developed for disadvantaged groups. For local Aboriginal people we adopt the following objectives and strategies;

1. Cadoux will take measures to ensure that local Aboriginal people have appropriate opportunities for employment and training within its operations.
2. Cadoux will establish employment and training programs which will account for the needs of local Aboriginal groups and define methods and procedures to enhance opportunities for their employment and training.
3. Cadoux will communicate directly with Aboriginal communities to help develop a mutual understanding of the employment and training needs of the business and community.
4. Contractors hired/employed by Cadoux will be encouraged to provide appropriate training and employment opportunities to Aboriginal people through contractual and performance relationships.
5. Programs undertaken by Cadoux will be reviewed regularly to ensure they are relevant, effective, appropriate and address the needs of both Cadoux and local Aboriginal people.

A handwritten signature in black ink, appearing to read 'Roland Hill', with a horizontal line extending to the right.

Roland Hill

Chief Executive Officer

Review Date: 31 March 2026

31 March 2026

Date