

The Hiway Group is committed to working in partnership with indigenous communities and businesses to develop programmes and support networks for indigenous training, employment opportunities and where possible business interaction. The Hiway Group recognises that our operations are often located in the traditional territory of indigenous communities, and we recognise and acknowledge the traditional owners of the land on which we work. We believe that responsible business activity involves meaningful inclusion and a deep respect of their cultures and values.

To implement this Policy we will:

- Ensure that we meet our obligations to social responsibility and promoting of cultural diversity in the workplace;
- Engage where possible in the sponsorship of indigenous social development programmes and cultural awareness training;
- Work in partnership, where possible, with Indigenous people, their communities and Indigenous enterprises to develop specific programs and support for Indigenous employment, education and training; and

Our policy outlines the company's long-term objective to bring our workforce into closer alignment with the demographics of the communities we serve. The Hiway Group will pursue efforts to establish an appropriate workplace environment that allows the company to attract and retain indigenous employees, including assessing internal policies and practices to ensure they do not pose systemic barriers to employment.

This Policy applies to all personnel engaged in activities under the Hiway Group's operational control. The Hiway Group's management will use their influence to promote this Policy.



Christopher Ellis
Chairman of the Board



John Boocock
Managing Director



Peter Metcalfe
Chief Executive