



INDIGENOUS ENGAGEMENT POLICY

MLG acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our company is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present.

MLG is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

Our Commitment

WE will provide opportunities to local Indigenous enterprises within our supply chain and through commercial partnerships.

WE will create employment and/or training opportunities for Indigenous people from the communities within our operational footprint.

WE will develop and maintain mutually beneficial relationships with local community groups and schools.

WE will raise cultural awareness within our workgroups through training.

WE will ensure that policies, programs, and operational practices are relevant to the needs of existing and prospective Indigenous employees.

WE will promote diversity within our workforce to encourage new ideas and cultural perspectives by valuing the contribution and positive difference that Indigenous employees make to the workplace.

WE will acknowledge National Reconciliation Week and NAIDOC Week celebrations.

Our Expectation

Specifically, we expect all workplace personnel (incl. contractors and visitors) to:

- Actively participate where the opportunity presents in initiatives to improve Indigenous engagement and awareness
- Be aware of the impact that their actions can have on others and to show respect and courtesy to others in the workplace
- Call out behaviours that are contrary to promoting an inclusive workplace

Approved by MLG Oz Limited Board
May 2025