

FIRST NATIONS AUSTRALIANS PARTICIPATION POLICY

Bright Group (including all subsidiary entities) recognises the deep cultural significance and enduring connection First Nations Australians have to land, waters, and community. We are committed to respecting and preserving their customs, traditions, and cultural heritage.

As an Australian business, we actively seek to build long-term, respectful relationships with First Nations Australians and their communities. Our goal is to create meaningful opportunities that support employment, education, training, and business participation at every level of our operations. A key part of our commitment is our partnership with Bundara West, a Supply Nation registered business. Through this collaboration, we are strengthening pathways for First Nations Australians into the resources sector. This partnership supports practical, work-ready training, ongoing mentorship through the Waalitj Foundation, and sustainable, long-term employment outcomes.

Bright Group's approach is grounded in collaboration with **Bundara West** to work with local communities, Traditional Owners, and First Nations Australian businesses. Engagement is tailored to each location, ensuring cultural appropriateness and genuine inclusion. We focus on the following key areas:

- **Relationships:** Building respectful, meaningful, and lasting connections with First Nations Australian peoples and communities.
- **Opportunities:** Supporting sustainable employment, training, and business development to enable long-term participation and growth.
- **Respect:** Recognising and incorporating cultural knowledge, practices, and traditions into our work, while maintaining a workplace free from discrimination and harassment.

To ensure our commitment is embedded in practice, Bright Group with Bundara West:

- Identifies opportunities that support First Nations Australian employment and participation
- Engages First Nations Australians businesses through fair and inclusive procurement
- Promotes culturally appropriate community engagement
- Provides culturally safe learning, development, and WHSE training opportunities
- Maintains equal employment opportunity principles across all roles
- Complies with relevant legislation, standards, and community expectations

Bright Group is committed to building inclusive partnerships that deliver lasting outcomes for First Nations Australians and contribute to a stronger, more respectful future.

A stylized signature of Stephen Easterbrook in black ink.

Stephen Easterbrook
Managing Director

