

Aboriginal and Torres Strait Islander Employment Policy

Fremantle Constructions Pty Ltd acknowledges the disadvantage experienced by Aboriginal and Torres Strait Islander people in employment. This policy confirms Fremantle Constructions commitment to the employment and advancement of Torres Strait Islander people and employees of Fremantle Constructions.

Fremantle Constructions recognises that its long term success depends in part on the well-being and sustainability of the communities in which it operates. Working together with the local indigenous community to provide employment and training opportunities for indigenous people is important for Fremantle Constructions.

- **Employment and Training**

Employment and training will be based on experience, merit or potential. Where experience is lacking, Fremantle Constructions is committed to providing training to improve skills to carry out the required duties successfully.

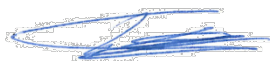
- **Cultural Obligations**

Fremantle Constructions will respect the rights of indigenous employees by providing acceptance of their cultural obligations.

- **Support of Indigenous Contractors**

Fremantle Constructions supports local Indigenous contracting companies. Indigenous contracting companies are encouraged to express interest in supplying services and plant to Fremantle Constructions.

This policy applies to all Fremantle Constructions Pty Ltd employees and visitors on the company's premises. Fremantle Constructions Pty Ltd reserves the right to discipline any employee found to be in breach of this policy.



John Schulz

Managing Director

15th April 2014