

# Indigenous Participation Policy

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The Directors and Senior Management of FDC remain committed to generating opportunities for Australia's First Nations people, to participate effectively in the Australian building and construction industry.

FDC shall provide equal opportunities for Aboriginal and Torres Strait Islander people, and Indigenous owned and operated enterprises, to participate in FDC operations.

FDC is committed to:

- Providing equal employment, mentoring, and training opportunities for First Nations people within FDC,
- Using available resources including Supply Nation, Indigenous Chambers of Commerce, and industry connections, to engage registered and certified Indigenous businesses on our projects, where possible,
- Engaging suppliers and service providers who support Indigenous participation within their own organisations and supply chains, and show a commitment to engaging Indigenous businesses as second tier providers,
- Consulting with local Aboriginal land councils, Elders, and other relevant Government and Indigenous agencies, to ensure that cultural heritage is respected, and applicable regulations are complied with,
- Acknowledging and respecting the traditional place names, country, and custodians, past, present, and emerging of the land on which we operate,
- Meeting and exceeding any mandated, or non-mandated, spending requirements of FDC or our clients, where possible and,
- Setting an example of Indigenous engagement that FDC employees, clients and stakeholders can be proud of.

FDC aim to continually improve our actions in relation to Indigenous participation across FDC, with the intention of contributing to improved social, cultural, and economic outcomes for the First Nations people of Australia.

A handwritten signature in black ink, appearing to read 'Bentley Cottle', is written over a white background.

Bentley Cottle  
Managing Director

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