

# Indigenous Policy

Kerman is committed to improving the quality of life, equality of opportunity and the fulfilment of the diverse aspirations of Indigenous Australians.

This policy together with the Company's management and supervision as a group promotes and encourages employment opportunities for Indigenous Australians on all Kerman sites.

- Awareness of the importance and relevance of traditional (clan, cultural, etc.) principles.
- Recognition that all Indigenous Australians will have different priorities and may progress at a different pace.
- Build and maintain meaningful relationships with various Indigenous support groups.
- Offer continued employment with ongoing training for Indigenous Australians.
- Encourage and facilitate cross cultural awareness training for non-Indigenous employees to help develop an awareness of Aboriginal and Torres Strait Islander cultural issues with the workplace.
- Establish support positions (Indigenous mentors) to assist with Indigenous issues.
- Identify relevant and appropriate areas with the company where positions for Indigenous Australians may be developed.



Chris Kerman  
**Managing Director**