

GenusPlus Group (The Company) recognises the individuals identifying as being of:

- Aboriginal,
- Indigenous, and/or
- Torres Strait Islander

Descent as a representative of the traditional residents and land holders of the Australian continent.

The Company recognises the statistical disadvantages that limit the opportunities and choices of those identifying as Aboriginal, Indigenous and Torres Strait Islanders to engage in healthy and productive lives.

As such, The Company commits to do its part in overcoming these issues and is therefore committed to developing skills and improving the economic, employment and community opportunities for Aboriginal, Indigenous and Torres Strait Islanders.

## Respect

As part of its Management System, The Company endeavours to ensure that the importance or significance of customs, places, and objects to persons of Aboriginal, Indigenous and Torres Strait Islander descent or community is upheld.

## Relationships

The Company is proud of working with these individuals for over 20 years and will always aim to establish and maintain these relationships in remote communities and locations across Australia.

## Opportunities

As a business working in remote areas of Australia, The Company recognises the significant skills shortages in these areas. In conjunction with our Equal Opportunity Employment Policy and Local Commitment Policy, The Company Diversity and Inclusion strategy sets a target to increase Indigenous Engagement of our workforce, individual projects and contract works in line with this Policy.

Through the implementation of our RAP (Reconciliation Action Plan) - Reflect we confirm our commitment to providing long-term, sustainable employment, training, education, and business opportunities for Aboriginal, Indigenous and Torres Strait Islander people, their communities, and Indigenous owned businesses.

A handwritten signature in dark blue ink, appearing to read "D. Riches".

David Riches  
Chief Executive Officer  
GenusPlus Group  
Date: 23/01/2024