



**MINETEC**  
COMMUNICATIONS

## INDIGENOUS EMPLOYMENT POLICY

Minetec Pty Ltd fully supports the employment of indigenous personnel, which is incorporated in the Company Policy of providing workplaces that are free of any form of discrimination.

The Company will ensure that personnel policies and practices will continue to be based on the principle of fair and equal treatment of all employees and prospective employees.

Specifically the Minetec Pty Ltd Indigenous Employment Opportunity Programme will ensure that:

- All recruitment, appointments, promotions, and transfer opportunities are based on the principle of merit and indigenous personnel are encouraged to apply for positions within Minetec.
- Participation in training and development programmes will be based on Company needs and, as far as practicable, will be consistent with individual career goals and development potential.
- No variation in benefits will apply between men and women of any race or cultural background at any level within the Company.

Relevant statistics of the Company's workforce are maintained and monitored to help identify any departure from policy.

**Greg Anderson**

**Managing Director**