

## FIRST NATIONS PEOPLE POLICY

This document outlines our policy for First Nations people, including additional scope that the policy applies to, where appropriate.

### OUR PURPOSE

BUMA Australia acknowledges Traditional Owners, respects the significance of Indigenous people's culture, history and relationship to "country" and that First Nations people's affairs are an integral component of the Mining Industry.

### OUR OBJECTIVES

Accordingly, BUMA Australia will enhance their commitment to First Nations people by:

- ❖ sustaining and strengthening the relationships with the First Nations communities
- ❖ expanding the existing First Nations workforce by embarking upon specific recruitment, educational and career development programs
- ❖ acknowledging and respecting First Nations people's culture and values
- ❖ increasing awareness with the wider organisation of First Nations people's culture and values; and
- ❖ promoting new business ventures and supporting the existing activities and community involvement with First Nations people.

This ongoing commitment to the First Nations people of Australia is part of BUMA Australia's Vision of being the preferred mining services provider.

**Barry Mckeown**

Interim CEO BUMA Australia

Endorsed: 01 March 2026