



BELLEVUE
GOLD

Bellevue Gold Limited

Contractor Indigenous Employment Policy

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1. PURPOSE

This policy seeks to encourage employment opportunities and career development for Aboriginal and Torres Strait Islander people by contractors undertaking work the Bellevue Gold Project site.

This policy is supported by Bellevue Gold Limited's (BGL) Equal Employment Opportunity and Diversity Policy, Code of Conduct and Indigenous Employment Policy.

2. SCOPE

This policy applies to all BGL contractors who operate on the Bellevue Gold Project site, along with their employees, representatives and agents.

3. RESPONSIBILITIES

Bellevue Gold Limited

- Ensuring that all contractors who are engaged to operate at the Bellevue Gold Project site are aware of their responsibilities with relation to this policy.
- Ensuring that contractors are given appropriate support and guidance in regard to this policy.

Contractors at the Bellevue Gold Project Site

- Contractors are responsible for ensuring all their employees, representatives and agents adhere to this policy.
- Dealing appropriately with any issues which may arise in relation to this policy.

4. BGL'S REQUIREMENT OF CONTRACTORS

BGL is committed to the employment of Aboriginal and Torres Strait Islander people on the Bellevue Gold Project. To give effect to this commitment, BGL requires that all contractors who provide services to our sites:

- adopt a proactive policy to employ, train and promote Aboriginal and Torres Strait Islander people for work undertaken by the contractor on the Bellevue Gold Project site;
- adopt Indigenous employment and equal opportunity strategies;
- demonstrate a commitment to Aboriginal and Torres Strait Islander employment and local Aboriginal community capacity building; and
- demonstrate a commitment to support Aboriginal and Torres Strait Islander enterprises where possible, including but not limited to, the engagement of Aboriginal and Torres Strait Islander enterprises as subcontractors.

Specifically, BGL will require the contractor to develop, implement and maintain an 'Aboriginal Employment Policy'. This policy must:

- materially conform to this policy;
- include a statement of commitment to employing Aboriginal and Torres Strait Islander people for work undertaken on the Bellevue Gold Project site; and
- be readily available and communicated to the contractor's employees, representatives and agents.

Without seeking to limit or constrain any other aspects of the contractor's recruitment process, the contractor shall apply the principles of preferential selection as defined in this policy.

5. SUPPORTIVE PRE-EMPLOYMENT PROCESS

BGL acknowledges the profound disadvantage faced by many Aboriginal and Torres Strait Islander people as a consequence of our country's history. This history has created a legacy of issues that, given the application of our normal recruiting processes and standards, may preclude the employment of some

indigenous people from the outset of the recruiting process. BGL's targeted recruitment strategy is necessary and will be a special measure benefit to Aboriginal and Torres Strait Islander people to support and encourage employment opportunities at BGL. BGL undertakes to provide support to Aboriginal people in the pre-employment process..

6. PREFERENTIAL SELECTION

In the selection of employees who will be working at the Bellevue Gold Project Site preference will be given to Aboriginal and Torres Strait Islander people and local Traditional Owner groups. The preferential selection process is intended to constitute a special measure under section 9(1) of the Racial Discrimination Act and section 51 of the Equal Employment Opportunity Act.

7. BGL PROMOTE A CULTURALLY SENSITIVE WORKPLACE

The human resources functions will oversee the recruitment and onboarding process for Aboriginal and Torres Strait Islander people and will work with relevant representative bodies in the areas in which we operate to identify candidates for any suitable and available jobs.

Cultural Awareness Training - All employees of contractors who enter the site and will remain on site for more than 12 months, are required to complete Cultural Awareness Training.

8. PROMOTING AWARENESS OF THIS POLICY

BGL Contractors are required to promote awareness of this Policy among their employees working on the BGL Project site through dedicated training sessions.

9. RELATED DOCUMENTS & OTHER REFERENCES

- Code of Conduct
- Equal Employment Opportunity and Diversity Policy
- Fair Work Act 2009 (Cth)
- Equal Employment Opportunity Act 1984 (WA)
- Racial Discrimination Act 1975 (Cth)