



BELLEVUE GOLD

BELLEVUE GOLD LIMITED

Contractor Indigenous Employment Standard

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BGL-HRE-STD-001

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1 PURPOSE

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

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

2 SCOPE

This standard applies to all Bellevue Gold contractors who operate at the Bellevue Gold mine site, along with their employees, representatives, and agents.

3 TERMS AND ABBREVIATIONS

Term or Abbreviation	Definition
Bellevue Gold (the Company)	Bellevue Gold Limited and its subsidiaries
HR	Human Resources

4 REFERENCE DOCUMENTS

Document Code	Document Title
BGL-CGP-POL-004	Code of Conduct
BGL-CGP-POL-006	Equal Employment Opportunity and Diversity Policy
BGL-HRE-POL-005	Indigenous Employment Policy

5 REQUIREMENT OF CONTRACTORS

Bellevue Gold is committed to the employment of Aboriginal and Torres Strait Islander people, to give effect to this commitment, Bellevue Gold 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 at the Bellevue Gold mine site.
- Adopt Indigenous employment and equal opportunity strategies.
- Demonstrate a commitment to Aboriginal and Torres Strait Islander employment and local Aboriginal community capacity building.
- 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, Bellevue Gold will require the contractor to develop, implement and maintain an Indigenous Employment policy, standard or procedure. This document must:

- Materially conform to this standard.
- Include a statement of commitment to employing Aboriginal and Torres Strait Islander people for work undertaken at the Bellevue Gold mine site.
- Be readily available and communicated to the contractor's employees and HR representatives or hiring staff.

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

If requested, a contractor must promptly provide evidence of its compliance with the requirements of contractors set out in this standard.

6 PREFERENTIAL SELECTION

In the selection of employees who will be working at the Bellevue Gold mine site, contractors must give preference 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 1975* (Cth) and section 51 of the *Equal Employment Opportunity Act 1984* (WA).