



Zenith Energy Indigenous Employment Policy

POL-000020

22/11/2022

Zenith Energy (Zenith) is committed to the employment and development of Aboriginal and Torres Strait Islander persons in line with operational needs.

Steering Zenith's actions is the Reconciliation Action Plan (RAP), a framework to guide Zenith's reconciliation journey, which seeks to:

1. Create employment opportunities for Aboriginal people
2. Encourage retention of Aboriginal employees where people choose to stay in the business and develop their careers over a long period of time
3. Contribute to a safe, positive, and inclusive workplace for Aboriginal employees

Strategies to achieve this commitment include:

- Review of Zenith's recruitment practices to ensure there are no artificial barriers to Aboriginal and Torres Strait Islanders gaining employment.
- Review employment opportunities for Aboriginal and Torres Strait Islander peoples
- Proactively share employment opportunities with the Traditional Owners community including traineeships and apprenticeships.
- Align with external organisations to support the employment and promotion of opportunities.
- Educate and create awareness with Zenith employees through Cultural Awareness Training

A handwritten signature in blue ink, appearing to read 'Hamish Moffat', positioned above a horizontal line.

Hamish Moffat
Managing Director

22 November 2022

Date