



**Zenith Energy Indigenous Engagement
Policy**

POL-000019

22/11/2022

Zenith Energy is committed to supporting the Client in its goal of realising meaningful employment and engagement with the traditional owners of the land.

Zenith Energy Reconciliation Action Plan

To strengthen Zenith Energy’s relationships between Aboriginal and Torres Strait Islander peoples and non- indigenous, Zenith has developed a Reconciliation Action Plan (RAP), a framework to guide Zenith’s reconciliation journey. Reconciliation Australia has endorsed Zenith Energy’s Reflect RAP

Zenith’s Reflect RAP delivers milestone outcomes on the following four areas.

1. Relationships – build, strengthen, promote
2. Respect – increase understanding, demonstrate, and build respect
3. Opportunities - improve employment outcomes and increase supplier diversity
4. Governance – build accountability and provide support.

Zenith established a RAP Working Group which includes representatives from across our Client sites, including employees who connect with Aboriginal and Torres Strait Islanders culture. Zenith Energy’s RAP guides our Aboriginal and Torres Strait Islander engagement.

Zenith Energy’s Commitment


Zenith Energy commits to engaging, building, and working with the Aboriginal and Torres Strait Islander in locations where we operate through the following areas.

Relationships

- Engage with the Traditional Owners to understand capability and
- Build relationships and explore ways of working together, including joint ventures.

Respect

- Educate and create awareness with Zenith Energy employees through Cultural Awareness Training and our Induction and onboarding process
- Increase awareness and participation of Aboriginal and Torrs Strait Islanders cultures for example NAIDOC week and welcome to country protocols on site

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Opportunity

- Review partnering opportunities for Aboriginal and Torres Strait Islanders with Zenith Energy in delivering the scope of works.
- 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.

Zenith Energy have partnered with the following organisations to assist with executing our strategy


- Keogh Bay Consulting – for support in building relationships with communities and cultural awareness.
- Carey Mining – to support Zenith’s Aboriginal and Torres Strait Islander apprenticeship program.



Hamish Moffat
Managing Director

22 November 2022

Date

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