



Local and Indigenous Policy

HMS-HR-POL-010

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Helix Engineering Pty Ltd, Helix Resources (Aus.) Pty Ltd and Helix Services Pty Ltd are a group of companies (known as Helix herein) who have developed this Local and Indigenous Policy to ensure that opportunities are provided to Local and Indigenous people in the locations and sites where we operate. At Helix, we are committed to providing opportunities to and working with local and indigenous workers and contractors, in addition to local and indigenous owned companies.

Helix strives for inclusivity and is aware of our ability to affect change in our industry. We aim to include the local and indigenous people and culture by:

- a) Recruiting workers from the communities in which operate, seeking primarily local people;
- b) Initially seeking local labour and suppliers before looking to other available workforces;
- c) Advertising employment opportunities on platforms targeting local and indigenous people;
- d) Setting a target such that by 2026, 4% of our workforce identifies as Aboriginal or Torres Strait Islander;
- e) Engaging local and indigenous subcontractors and suppliers for our resourcing needs;
- f) Providing the necessary cultural awareness training and framework for all employees to feel safe and respected at work;
- g) Seeking advice and representation from Indigenous leaders and members of the community to ensure Helix is operating in a way that respects the culture and land where we operate;
- h) Being understanding of any cultural obligations that may cause an employee to be absent;
- i) Encouraging inclusivity and diversity for the retention of indigenous employees;
- j) Continuously update and review the current framework to ensure Helix is aware of our requirements and sensitivities of anything culturally significant;
- k) Enforcing HMS-HR-POL-001 - HMS Equal Opportunity Policy, which highlights Helix's zero tolerance outlook of discrimination and requires fair, equal and inclusive behaviour in the workplace;
- l) Identifying the indigenous owned business that operate in the area of our work that we can take on as an approved supplier of any relevant materials or work; and
- m) Building connections with local and indigenous people in the areas we operate and seeking to invest in their skills and resources.

Hiring local and indigenous workers can result in the following advantages for Helix and the wider community:

- a) Promoting inclusivity in the workplace;
- b) Reducing costs by sourcing labour local to the area of operation;
- c) Promoting education and skills that can be useful in communities; and
- d) Gaining a greater understanding and awareness of the connection to country.

Whilst Helix is supportive and aims to source local and indigenous labour, there are some challenges that arise when doing so, such as:

- a) The labour pool is very small compared to that of non-local workers;
- b) Lack of relevant and required experience and training (e.g., trade qualifications, tickets, licences and certificates);

- c) Employing reliable workers who are willing to work in a way that aligns with Helix's quality, health and safety, and environment policies and management plans; and
- d) The sites that seek this work are quite remote, so transport from communities to the site of operation may be scarce.

Despite the challenges that arise from hiring and including local and indigenous labour, Helix promotes inclusivity and aims to provide opportunities for people in the communities local to our work. When possible, we intend to invest in the resources and supplies that can be provided locally. Helix also promotes workers' education and willingness to learn on the job site, in addition to acquiring new skills and working in line with our certified quality, health and safety, and environmental systems.