

Hort Constructions recognises that there are a myriad of special factors involved when its operations interact closely with Indigenous communities.

The Company's aim is:

- to respect the traditions, customs, culture and dignity of Indigenous communities with whom the Company comes into contact;
- to consult with Indigenous communities over issues which could affect their cultural, social and economic well-being and their ability to enjoy their traditional way of life;
- commit to culturally appropriate services for Indigenous Australians;
- provide service philosophies that reflect social justice principles and
- recognition of Acknowledgement of Country

Sites of Cultural and Religious Significance

Where it can be established that an Indigenous community has a continuing traditional link with land on which the Company intends to conduct activities, the Company will endeavour to identify any nearby sites of special cultural or religious significance and treat these with respect.

Aboriginal Employment and Contract Services

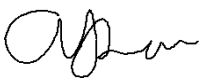
Hort Constructions is an equal opportunity employer and do not discriminate based on race.

In projects which take place on land on or near Indigenous communities, the Company will consider employing suitably qualified Indigenous personnel from that community in positions for which they are competent and willing to fill.

The Company will also consider providing training programs to enable Indigenous personnel who seek employment and have the necessary aptitude to acquire appropriate skills.

This policy will be communicated to our interested parties and be publicly available on its website.

Top management is committed to a high level of quality of product and services for its customers, provide safe working Environments to its employee, contractors, and other stake holders. The management is committed to prevent pollution and sustainable management of the environment. The company is aware of its responsibility for climate change and take all possible steps to achieve Net Zero.



Adam Sara
General Manager

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