

A decorative graphic consisting of a cluster of small grey dots arranged in a roughly circular pattern, located to the left of the title bar.

## INDIGENOUS AFFAIRS STATEMENT

**Directly** relevant to our interactions with indigenous people are our community values of mutually beneficial relationships and respect for each other. We aim to identify and work cooperatively with all indigenous people that may be affected by our presence.

Our intention is for indigenous communities to benefit from our presence, including wherever possible, long-lasting and sustainable benefits, with minimal social and cultural disruption. Wherever possible, we work in partnership with indigenous communities, governments, and third-party organisations to achieve these outcomes. We respect the rights of indigenous people to retain their culture, identity, customs and traditions, and acknowledge the importance of their cultural heritage.

O'Donnell Griffin respects the objectives of the company's Indigenous Affairs Policy - and will ensure that if in the scope of its works there are opportunities to develop the skills of individuals, we will actively participate in training initiatives and employment opportunities to allow regional Aboriginal Communities to compete effectively for contracts and employment opportunities under the contract.

**This signed statement confirms our personal commitment to this policy.**

A handwritten signature in black ink, appearing to read 'D Rafter', located at the bottom left of the page.

**David Rafter**  
Chief Executive, Norfolk Electrical & Communications and Norfolk International.  
Issued June 2009