

INDIGENOUS ENGAGEMENT POLICY

PURPOSE AND SCOPE

As a developer of world's best practice geological repository waste solutions, Tellus Holdings Ltd and its related bodies corporate (together, "Tellus" or the "Company") are committed to promoting and maintaining a high standard of integrity, ethics, compliance, investor confidence and good corporate governance.

We understand and promote the rights of individuals and communities and uphold the legal traditional rights and cultural heritage of indigenous people. Our understanding of the issues and our actions are underpinned by regular, open engagement with those affected by our operations, relevant government authorities and non-governmental organisations.

This *Indigenous Engagement Policy* (the "Policy") applies to the activities of Tellus, and the people associated with the Company. This includes staff, visitors, consultants and contractors. Tellus shall ensure that this Policy is communicated and understood throughout the Company and is available for access to relevant interested parties, as appropriate.

POLICY STATEMENT

Our approach will be characterised by effective communication, consultation and partnering with those with which we engage. To deliver on our commitment we will:

- Value the diverse knowledge, skills, traditions and cultures of Indigenous peoples
- Promote employment, education, training and contracting opportunities for Indigenous people.
- Ensure a coordinated and sustainable approach to the development of Indigenous employment opportunities
- Understand the responsibilities Indigenous people have to their traditional culture and assist in developing processes that allow for partnerships without hindering that responsibility.
- Assist Indigenous people in identifying positive economic development opportunities and if appropriate, work towards developing and implementing partnerships.
- Encourage awareness of Indigenous cultural diversity across the company
- Develop and implement appropriate Indigenous awareness courses to assist employees to gain an understanding of local culture.
- Provide a working environment that is culturally sensitive and supportive for all employees.

Tellus will ensure contractors meet these commitments by requesting:

- An outline of their existing and future commitment to Indigenous Contracting and Employment in their tender documentation
- Participation in employment and contracting forums and road shows sponsored by the Company to ensure opportunities are identified
- Working with the Company to identify opportunities for participation of local Indigenous people and Traditional Owner Groups in executing the work scope
- Demonstrating their engagement with local Indigenous people and/or Traditional Owner Groups to ensure their positive contribution to the execution of the scope of work or services

For questions about the operation of this Policy, please contact Tellus' Company Secretary



Approved by: Nate Smith, Managing Director & CEO

With Effect Date: 27/04/2018

Version No: 3

Version Date: 30/11/2020

Document No: TEL-07-POL-004

Page 1 of 1