



## CORPORATE RESPONSIBILITY

# Aboriginal and Torres Strait Islander Participation Policy

## Acknowledgment of Country

Ironbark EV acknowledges the Traditional Custodians of the lands on which we operate across Australia. We pay our respects to Elders past, present, and emerging, and recognise their continuing connection to land, waters, and culture. We extend that respect to all Aboriginal and Torres Strait Islander peoples today.

## 1 Purpose

As a leading provider of electric vehicle infrastructure across Australia, Ironbark EV acknowledges that our work takes place on the traditional lands of Aboriginal and Torres Strait Islander peoples. The purpose of this policy is to formalize our commitment to reconciliation through tangible, measurable actions.

This document sets the strategic framework for how Ironbark EV will drive positive social and economic outcomes by integrating Indigenous participation into our core business strategies—from recruitment and workplace culture to supply chain management and community consultation.

## 2 Scope

This policy applies comprehensively across our organization:

### Our People

All direct employees, leadership teams, and board members.

### Projects

Contractors, installers, and site management teams.

### Supply Chain

Procurement of goods, services, and logistics partners.

### Community

Engagement with Traditional Owners and local stakeholders.

## 3 Policy Statement

*"Ironbark EV stands for an inclusive clean energy future. We believe that the transition to a green economy must provide equitable benefits to First Nations people."*

We commit to conducting business in a manner that respects and honors the unique cultural heritage of First Nations peoples. We actively reject discrimination in all forms and strive to build a workplace where Aboriginal and Torres Strait Islander cultural values are celebrated as a source of strength and knowledge.

## 4 Employment Opportunities

Ironbark EV is dedicated to increasing the representation of Aboriginal and Torres Strait Islander peoples within our workforce. We believe that a diverse workforce brings unique perspectives that enhance our business operations and community connections.

Our approach focuses on:

- ✓ Providing equitable access to employment opportunities through targeted advertising in Indigenous media.
- ✓ Ensuring recruitment processes are culturally safe and free from unconscious bias.
- ✓ Creating pathways for career progression through mentorship and skills development.



### Inclusive Recruitment

Tailoring job ads to encourage applications and utilizing Indigenous employment networks for broader reach.



### Cultural Training

Mandatory cultural awareness training for all staff members to build understanding and respect.



### Support Systems

Establishing mentoring programs and culturally safe feedback loops to support employee retention.

## 5 Procurement and Supply Chain

Ironbark EV recognizes the economic multiplier effect of procuring from Indigenous-owned businesses. We are committed to integrating Supply Nation certified and registered businesses into our supply chain where practical and commercially reasonable.

### SUPPLIER ENGAGEMENT PATHWAY



#### 1. Identify

Proactively searching Indigenous business directories (e.g., Supply Nation, ICN) for potential partners in logistics, construction, and services.



#### 2. Engage

Inviting Indigenous businesses to tender and creating smaller work packages to lower barriers to entry for smaller enterprises.



#### 3. Develop

Building long-term relationships and providing feedback to help suppliers grow their capacity and capability alongside Ironbark EV.

## 6 Consultation & Engagement

Meaningful outcomes rely on genuine dialogue. Ironbark EV is committed to engaging respectfully with Aboriginal and Torres Strait Islander communities, ensuring that our projects respect cultural heritage and align with community aspirations.



### Early Engagement

Involving Indigenous stakeholders at the earliest planning stages.



### Cultural Respect

Recognising protocols, acknowledging Country, and protecting sites.



### Two-Way Learning

Sharing industry knowledge while learning from Traditional Owners.

## 7 Responsibilities

### Management & Leaders

- ✓ Championing this policy and integrating into planning.
- ✓ Allocating resources to support Indigenous employment.
- ✓ Monitoring progress against participation targets.
- ✓ Ensuring a culturally safe workplace free from racism.

### Employees & Contractors

- ✓ Adhering to principles of cultural respect.
- ✓ Participating in cultural awareness training.
- ✓ Reporting culturally unsafe behavior or discrimination.
- ✓ Engaging Indigenous suppliers in daily operations.

## Our Ongoing Commitment

Ironbark EV is steadfast in its journey towards reconciliation. We understand that this is a continuous process of listening, learning, and acting. This policy represents a core value of who we are as an Australian company.