

INDIGENOUS ENGAGEMENT POLICY

Purpose and Scope

The purpose of this Indigenous Engagement Policy is to affirm Pantera's commitment to building respectful and collaborative relationships with Indigenous peoples and communities. We recognise the unique rights, cultures, and contributions of Indigenous peoples and aim to engage in ways that promote mutual understanding and benefit. This policy applies to all employees, subcontractors and representatives including visitors of Pantera engaged in activities involving Indigenous communities.

Core Principles

Respect for Indigenous Rights and Cultures

- We acknowledge and recognise the cultural heritage and rights of Indigenous Australians and develop, maintain and promote social awareness and respect throughout the workforce.
- We will honour and integrate Indigenous knowledge, culture, and traditions into our business practices.

Meaningful Engagement

- We are committed to engaging Indigenous communities early in the planning and decision-making processes.
- Engagement will be transparent, inclusive, and conducted in a culturally appropriate manner.

Building Relationships

- We strive to develop long-term, respectful relationships with Indigenous communities based on trust and collaboration.
- We will actively seek to understand the needs, aspirations, and concerns of Indigenous peoples.

Capacity Building

- We will support initiatives that promote the economic, social, and cultural development of Indigenous communities.
- We encourage training and employment opportunities for Indigenous individuals within our organisation.

Collaboration and Partnership

- We will seek to partner with Indigenous organisations and communities on projects that align with our business objectives and community needs.
- We will work collaboratively to identify shared goals and outcomes.

Accountability and Transparency

- We commit to being accountable for our engagement efforts and their outcomes.
- We will regularly report on our Indigenous engagement activities and seek feedback from Indigenous communities to improve.

Cultural Sensitivity and Awareness

- We will provide training for our employees on Indigenous history, culture, and issues to foster cultural sensitivity and awareness.
- We will respect Indigenous protocols and traditions in all interactions.

Employees and community members are encouraged to report any concerns related to our Indigenous engagement practices. Concerns can be communicated to management or through designated channels.

This policy will be reviewed regularly to reflect our evolving commitment to Indigenous engagement and best practices.



Dino Foti - Director



Mark Pensabene – Managing Director