



# Aboriginal Relations Standard

## External Affairs

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### Purpose

The purpose of this standard is to promote genuine partnership with Aboriginal People based on mutual respect, shared responsibility and demonstrated results.

Roy Hill acknowledges the physical and spiritual connection between Aboriginal People and Country.

Roy Hill is committed to providing opportunities for Aboriginal People, particularly the Nyiyaparli, Palyku and Kariyarra People on whose land Roy Hill operates.

### Requirements

Roy Hill employees and contractors will support the aspiration of Aboriginal People to protect their heritage and culture by actively:

- Promoting and facilitating awareness and respect for Aboriginal culture and customs.
- Acknowledging and respecting the rights of Aboriginal People to practice their culture and customs.
- Implementing procedures which identify and promote Indigenous businesses, with priority focus consideration given to the Nyiyaparli, the Palyku and the Kariyarra People, to participate in Roy Hill's operations on a commercially competitive basis.
- Encouraging Aboriginal People to seek employment with the company by assisting them to access and engage in the workforce with culturally appropriate mentoring and support.
- Working collaboratively to build sustainable communities in accordance with Roy Hill obligations and commitments.
- Monitoring and reporting compliance with Native Title Agreements and the achievement of intended outcomes.
- Ensuring honest and open communication and by providing information that is accessible and inclusive.
- Promoting respect for Aboriginal heritage and establishing strategies to consult and engage with the Kariyarra, the Nyiyaparli and the Palyku People on matters pertaining to their heritage.
- Implementing procedures to manage and protect Aboriginal heritage sites.
- Ensuring all reasonable precautions are taken to protect Aboriginal heritage sites from damage caused by construction, operations and associated activities.

### Related documents

- Indigenous Employment Standard
- Cultural Heritage Management Plan Specification (100RH-0000-HE-SPC-001)
- Aboriginal Heritage Management Specification (100RH-0000-HE-GUI-2003)
- Aboriginal Heritage Incident Procedure (100RH-0000-HE-PRO-2001)
- Drill and Blast near Aboriginal Heritage Sites Procedure 100RH-0000-EN-PRO-2003

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- Native Title Agreement between Roy Hill Infrastructure Pty Ltd and Kariyarra People
- Native Title Agreement between Roy Hill Infrastructure Pty Ltd and Palyku People
- Roy Hill Project Agreement between Roy Hill Iron Ore Pty Ltd and Nyiyaparli People
- Supplier Pre-Qualification Procedure (000RH-0000-CS-PRO-008)
- Environmental and Social Management Plan (OP-PLN-00075)

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