



Indigenous Employment Policy

E2E Services (E2E) shall whenever possible, provide for the employment, training and total integration of Indigenous employees within the Company.

- Provide a safe and inclusive environment for Indigenous people.
- Engage with local Indigenous stakeholders.
- Create opportunities for employment of Indigenous people.
- Provide training for Indigenous people and conduct cross cultural awareness training and Aboriginal Cultural Heritage training for all staff.
- Provide business opportunities and proactively engage Indigenous contractors or sub-contractors for work.
- Support a focus on local community involvement whenever possible.

A handwritten signature in blue ink, appearing to read 'Grant Moffat', written over a light blue circular stamp.

Grant Moffat
Managing Director
E2E Services

January 2010