

Local Industry, Community and Indigenous Participation Policy

Our Commitment

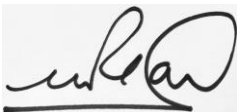
Verbrec is committed to the Verbrec Way core value of Integrity. We are transparent. We do what is right. Our integrity guides all our decisions and the way we interact with each other, our clients, suppliers and community. We pride ourselves on doing what we say we will do.

Verbrec is an Australian owned and operated company. We believe that supporting local and indigenous businesses and communities is important to the long term economic, social and sustainable success of our company.

Our Actions

To meet the objectives of this policy, Verbrec will:

1. Actively support our client's by delivering projects in alignment with their local, community and indigenous participation goals.
2. For projects we deliver in Australia, provide full, fair and reasonable opportunities for Australian industry to supply goods and services to Verbrec in line with the principles set out by the Australian Industry Participation National Framework.
3. Prepare procurement strategies that take into consideration local and Indigenous businesses and cascade those strategies to our key suppliers.
4. By way of tender evaluation, encourage selection of suppliers who maximise local and Indigenous content where those tenders are commercially competitive, technically compliant and meet the safety, environmental, reliability, quality, economic or schedule objectives of Verbrec.
5. Communicate these initiatives internally to encourage a culturally aware workforce.
6. Establish a measurement framework to track and report the extent to which local industry is utilised in Verbrec's supply chain.



Mark Read

Chief Executive Officer

28 April 2023

Date