



GR ENGINEERING SERVICES LIMITED
ENGINEERING CONSULTANTS AND CONTRACTORS



INDIGENOUS HERITAGE POLICY

GR Engineering Services Limited (GRES) is committed to upholding the principles of self-determination, inclusive decision-making, cultural respect, and equality. We strive to involve Indigenous communities in all relevant decisions, to protect their cultural heritage, and ensure fair and equitable treatment in our interactions.

To achieve this objective, we will:

- Respect indigenous cultural rights, values, and connections to land, water, and community by raising awareness within our business;
- Offer appropriate learning and development for indigenous people;
- Partner with indigenous people to foster strong relationships; support economic development; uphold human rights; and value cultural heritage;
- Engage openly, adhere to cultural protocols, and provide support structures for employees;
- Support aboriginal cultural awareness programs and educate employees and subcontractors through inductions;
- Cease work if indigenous materials are found and follow appropriate preservation and reporting protocols.

We are committed to creating opportunities for indigenous people and building sustainable relationships with indigenous enterprises in our communities.

TONY PATRIZI
MANAGING DIRECTOR

1 November 2024
CC-POL-005