

CULTURAL HERITAGE

At ConvaTech we appreciate indigenous people's cultural and spiritual values and are committed to ensuring we raise the cultural awareness of our employees. We recognise and appreciate the significance of historical attachment to the land and of traditional values to indigenous people. Our aim is to maintain a company culture that works co-operatively with local communities and improves our awareness and respect of indigenous cultural values.

The purpose of our commitment to cultural heritage management is to ensure ConvaTech:

- Meets its statutory obligations in relation to the management of cultural heritage
- Implements where practicable the recommendations made by the Indigenous groups of the area in relation to cultural heritage management
- Minimises its impacts to the cultural heritage environment through responsible heritage management
- Achieves its vision of best practice heritage management
- Enhances our knowledge, understanding sensitivity and respect towards indigenous people's cultures, values and issues.

ConvaTech will achieve this commitment by:

- Working collaboratively with representatives of the Traditional Custodian groups so these groups can monitor and influence ConvaTech's approach to the management and protection of aboriginal heritage. Where practical ConvaTech will act on the advice from these groups and from relevant government agencies and qualified heritage experts
- Complying with all conditions set by Governments in relation to the management of Aboriginal heritage sites
- Providing all of the resources necessary to implement this policy and any subsequent plans
- Being aware of heritage management best practice and achieving those benchmarks.

At ConvaTech, we are committed to developing co-operative partnerships with indigenous communities. To this end we will strive to work with individual indigenous communities to develop tailor made Cultural Heritage Management Plans for work carried out on and around areas of cultural and spiritual significance. These plans will be developed in consultation with the customer we are engaged to work by in that area.



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