

# INDIGENOUS ENGAGEMENT POLICY

## Commitment

Albemarle Australia recognises the cultural heritage and deep connection to Country of all Aboriginal and Torres Strait Islander people, and is committed to respectful and meaningful engagement with First Nations communities and Traditional Custodians of the lands on which we operate.

## Scope

This policy applies to all of our employees, consultants, contractors and subcontractors, and guides how we engage with Aboriginal and Torres Strait Islander people on behalf of the company.

## Engagement Principles

- Recognise and show respect for the Traditional Custodians through Acknowledgement of Country at significant external events and gatherings.
- Foster relationships with the Traditional Custodians of the Country on which we operate through regular, respectful engagement, whilst building cultural awareness of our workforce.
- Support Indigenous employment, procurement and cultural training.
  - Early engagement on proposed activities with the Traditional Custodians of the Country on which our activities will occur.

# ACKNOWLEDGEMENT OF COUNTRY

**Albemarle acknowledges the Traditional Custodians of Country throughout Western Australia, and their continuing connection to land, waters and community. We pay our respects to all members of Aboriginal and Torres Strait Islander communities and cultures; and to Elders past and present.**