



GR ENGINEERING SERVICES LIMITED
ENGINEERING CONSULTANTS AND CONTRACTORS



INDIGENOUS HERITAGE POLICY

GR Engineering Services Limited (GRES) core values commit to an effective Indigenous Heritage Policy based on the following principles:

- GRES will conduct its activities and operations in a manner that supports fundamental human rights, respects the traditional rights of indigenous people and values their cultural heritage.
- All employees and subcontractors shall be informed of all indigenous heritage sites in the vicinity of GRES projects, through the GRES site specific induction process.
- Should any of GRES contracting work uncover any material that may be of indigenous origin, all work in that area shall cease and the incident will be reported to the appropriate authorities. These areas shall be clearly sign posted and barricaded from other work areas without delay.

A handwritten signature in black ink, appearing to read 'Joe Ricciardo', written in a cursive style.

JOE RICCIARDO
MANAGING DIRECTOR

1 July 2011