

# Indigenous Peoples

## → Statement



**Our purpose is to create lasting community benefit, together with our clients.**

Consistent with our values of Safety, Teamwork, Respect and Integrity, we are committed to respecting and supporting human rights as set out in our Human Rights Statement. We recognise the UN Declaration on the Rights of Indigenous Peoples. Indigenous Peoples refers to the culturally distinct societies and communities that exist around the world. We also recognise that Indigenous People employed by GHD should experience inclusive environments that provide safe spaces where diverse voices are heard and respected.

**As part of our commitment to respect the rights of Indigenous Peoples, these guiding principles provide an approach to cultivating long-term inclusive employment and business relationships.**

### → Principle 01

GHD respects, promotes and honours Indigenous Peoples and their rights, cultural heritage and knowledge. GHD is proud to support the Indigenous communities and groups that we are privileged to work with as clients and partners by building mutually beneficial relationships to share knowledge and capability.

### → Principle 02

GHD respects Indigenous stewardship of land, air and water. GHD recognises the importance of land, air and water as an integral part of community and culture.

### → Principle 03

GHD supports free, prior and informed consent (FPIC) of Indigenous Peoples affected by projects on which it works. Where our engagement permits, GHD will support clients to consult and engage with Indigenous Peoples.

### → Principle 04

GHD strives to learn from Indigenous knowledge and respect Indigenous cultural intellectual property. Indigenous People employed by GHD are empowered to seek appropriate opportunities to include these values and knowledge in work for clients and in business operation.

### → Principle 05

GHD is supportive of Indigenous Peoples in their efforts to safeguard, develop and share their culture and will seek appropriate opportunities to celebrate Indigenous cultures and languages.

### → Principle 06

GHD promotes empathy and understanding of Indigenous cultures and creates a culture of learning and a sensitive appreciation of Indigenous history and experiences. GHD will develop opportunities to partner with Indigenous Peoples in the context of our business to build mutual understanding, resilience, capability and capacity for a strong future together.

### → Principle 07

GHD supports economic development of Indigenous Peoples and communities through employment, career development and procurement spend with Indigenous-owned businesses and suppliers.

