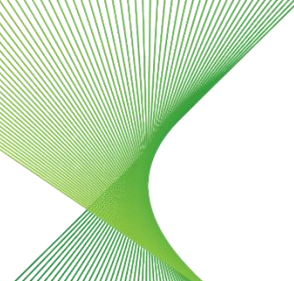


Aboriginal and Torres Strait Islander Engagement and Participation Policy



Transgrid Group is committed to deepening reconciliation with Aboriginal and Torres Strait Islander communities across our transmission network and beyond, as we expand our network to enable the transition to a decarbonised energy system. Our vision is for the Aboriginal and Torres Strait Islander communities we work in to grow and achieve sustainable economic prosperity, and to see their cultural heritage and customs respected by all.

Transgrid recognises that it has a significant role to play in reconciliation with Aboriginal and Torres Strait Islander peoples. The purpose of this policy is to affirm Transgrid's commitment to First Nation's people and communities during the development, delivery and operation of its assets.

Transgrid will adhere to the following principles with regards to Aboriginal and Torres Strait Islander peoples and communities affected by our activities:

- Respect and recognise ongoing connection to Country and the importance of cultural heritage.
- Create participation opportunities for Aboriginal and Torres Strait Islander peoples and businesses.
- Lead the way in engaging with and developing sustainable relationships.
- Enhance the cultural awareness of our employees and contractors to ensure they understand its importance and relevance.

To embed these principles, we will:

- Advance reconciliation through strengthening relationships with Aboriginal and Torres Strait Islander peoples and engaging our people and stakeholders in driving positive change.
- Work towards a future where educational and employment opportunities are of the same high standard as those enjoyed by other Australians, and a future where Aboriginal and Torres Strait Islander peoples' deep knowledge of and connection to land is recognised, respected and celebrated by all Australians.
- Continue to nurture trust with Aboriginal and Torres Strait Islander organisations and communities, recognising their deep connections to, and knowledge of, the lands upon which our people work and assets exist.
- Improve relationships with and create opportunities for Aboriginal and Torres Strait Islander peoples as colleagues, stakeholders, community members and consumers of our services.
- Maintain a culture that values diversity and equity, and encourage all Transgrid employees and contractors to be role models for reconciliation.

1. Document controls:

Revision no:	3	TRIM No:	D2020/02165	Approval/ Review Date:	17 March 2025
Business function:	Stakeholder, Regulatory & Corporate Affairs			Document type:	Policy
Process owner:	Social Legacy Manager				
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Author:	Cassie Farrell, Social Legacy Manager				
Reviewers:	Michael Johnson, General Manager of Community, First Nations and Social Legacy				
Approver:	Maryanne Graham, Executive General Manager, Stakeholder Regulatory and Corporate Affairs				

Implementation:

This policy will be implemented in the following ways:

- Made available to all employees/contractors via the Wire
- Made available to external stakeholders via the Transgrid website

Monitoring and review

This Policy will be reviewed as annually or earlier if required.

This policy will be monitored by:

Stakeholder, Regulatory and Corporate Affairs

This policy will be reviewed by:

- General Manager Community, First Nations and Social Legacy

Change from previous revision:

Revision no	Approved by	Amendment
3	Maryanne Graham, Executive General Manager, Stakeholder Regulatory and Corporate Affairs	Annual revision

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