

## INDIGENOUS AFFAIRS POLICY

### Objective

IKAD Engineering is committed to working with indigenous peoples from those regions in which it undertakes projects, in order to provide opportunities for indigenous people to develop skills through employment or training and to develop commercial business opportunities.

### Strategy

IKAD Engineering's objectives and goals in this regard are where appropriate:

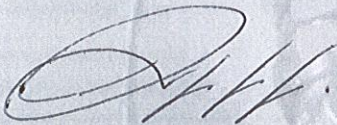
- To consult with the indigenous communities to ensure an understanding of both parties interests and aspirations.
- To provide Cultural Awareness training to Company employees working with indigenous communities and/or on joint ventures with indigenous groups.
- To establish the basis for the training and the sustained employment of indigenous people within IKAD Engineering's business through a detailed Indigenous Employment and Training Plan which is regularly reviewed.
- To regularly promote and encourage opportunities for indigenous groups to tender works under the control of the company.

### Implementation

Senior Management of IKAD Engineering accept responsibility for ensuring that the Indigenous Affairs objectives of the Company are closely followed, and business managers have a clear understanding of the policies and plans expressed by the Company.

The responsibility for the implementation of the Indigenous Affairs Policy is shared between all employees at all levels of the Company.

Senior Management of IKAD Engineering shall ensure that all necessary resources and support will be available to ensure the successful application of this policy. This policy applies to all IKAD Engineering employees, contractors and other personnel involved in activities pertaining to IKAD Engineering operational activities.

A handwritten signature in black ink, appearing to read 'Ivan Donjerkovich'.

Ivan Donjerkovich  
Managing Director

21<sup>st</sup> March, 2017