

Indigenous Peoples Policy

Purpose

At MSS our vision is: *“To make sustainable development possible by delivering innovative environmentally focused solutions”.*

To achieve our vision of economic, social, and environmentally sustainable development, MSS works within our values to promote mutually beneficial relationships, creating positive growth in the communities in which we work.

Scope

This Policy applies to all MSS Top Management, Employees and Sub-Contractors. Non-conformance with this procedure has consequences, up to and including termination of employment.

Policy

At MSS we have a strong set of values that are non-negotiable. Our values are the things we value most, they define the way we do business. MSS employees, and those who act on behalf of the Company, have an obligation to conduct business consistent with the Company’s values. The MSS values that are relevant to this policy are:

We are proud of who we are.

Our reputation means the world to us. We treat everyone with respect, and we expect it in return. We follow the rules. We do what we say we will do. We own our mistakes, and we fix them. We are trustworthy and transparent.

We succeed together.

We believe in win-win relationships. When our Business is profitable everyone benefits, our shareholders, employees, clients, suppliers and the community. At MSS we work as a team and we get it done together. We are building on our successes and growing together. We choose to work with employees, customers and suppliers that fit our values.

This policy is in line with our values and sets in place a framework for engagement with Indigenous Peoples

Responsibility

MSS recognises Indigenous Peoples as the Traditional Owners of the land and acknowledges their traditions, values and connection to the land on which we work. MSS makes the following commitments to engage with Traditional Owners operate:

MSS Management Team will:

- Favourably consider business decisions that will create positive impacts for Indigenous Australians;
- Favourably consider employment of Indigenous Peoples;
- Work closely with business owned by Indigenous Peoples to create long-lasting value;
- Actively engage and assist with “caring for country” activities whenever possible;

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- Ensure that culturally significant places, artefacts and beliefs are treated with care and respect at all times.

Our Workers will:

- Act within the spirit and the word of our policies and procedures;
- Report any conduct which they deem to breach our policies and procedures.

Authorisation



Toby Roscoe
Environmental Manager

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