

Zenith RBA is committed to engaging in and maintaining positive, long term, trusting relationships with Aboriginal communities from where we operate.

Zenith RBA will:

- Improve the understanding of each other's concerns and aspirations through meaningful consultation.
- Promote employment, education and training opportunities for Indigenous people.
- Understand the responsibilities Indigenous people have for the traditional culture and assist in developing processes that allow for partnerships without hindering that responsibility
- Assist Indigenous people identifying positive economic development opportunities and if appropriate, work towards developing and implementing partnerships.
- Engage Indigenous Australians where appropriate to achieve commercial and education benefits through projects delivered together.
- Use personnel and organisations with expertise in working with Indigenous Australians when coordinating training and engagement.
- Develop and implement appropriate Indigenous awareness courses to assist employees to gain an understanding of local culture and are aware of their obligations towards the protection of cultural heritage sites and Indigenous relationships.
- Provide a working environment that is culturally sensitive and supportive for all employees.



**Greg McDonnell**  
Group Managing Director

Date: 01/07/2026  
Next Review: 01/07/2028