

First Nations Engagement Plan



Purpose

This plan outlines our commitment to building strong, respectful, and collaborative relationships with First Nations communities, honouring their cultures, and working together to achieve lasting positive impacts that directly benefit those communities.

Objectives

Awareness and Respect

A strong foundation of awareness and respect is crucial for effective First Nations engagement. By understanding First Nations cultures, histories, and contemporary issues, TEM can foster meaningful relationships, avoid cultural misunderstandings, and create a more inclusive environment.

Education

Education is a powerful tool for empowering First Nations communities. By strengthening our connections with universities in first nations communities we can foster knowledge sharing and collaboration supporting the development of future First Nation leaders achieve their full potential.

Industry Partnerships

As carbon industry leaders TEM's partnerships drive significant finance into remote First Nations Communities across our global projects. This provides remote communities with access to significant financial resources which can be used to improve livelihoods, provide infrastructure, and preserve First Nations knowledge and culture.

Ongoing Practices

- Performs Acknowledgement of Country when opening meetings
- Celebrate key cultural events such as Reconciliation Week
- E-learning on Cultural Awareness of Aboriginal and Torres Strait Islander culture is provided to all staff as part of their induction to TEM

- Donate IT hardware to remote First Nations communities to provide access to technology and online resources for staff and students to technology.
- Promote employment opportunities through University connections

- Actively explore opportunities to expand our project portfolio to offer other high-quality credits from First Nations owned projects
- Seek collaboration on TEM initiatives to understand and support the needs of First Nations people in the areas we operate

Key Focus

- Build upon our initial learning of Aboriginal and Torres Strait Islander culture by providing Cultural Immersion training.
- Develop high-level cultural awareness of other First Nations cultures as we expand our operations and share with the team

- Strengthen connections with universities in remote communities to drive awareness of opportunities in the carbon market for First Nations students.
- Provide Pro-bono lectures from key members of our team.

- Collaborate with our First Nations network on our initiatives to ensure we create maximum impact for First Nations communities
- Continuing to work with our partners, including ALFA to build their commercial capability and independence to promote a stronger role of First Nations groups in the carbon market

CY 2025 targets

- Deliver Cultural Immersion training to Leadership Team members
- Create and deliver content on PNG culture to all team members

- Connect with at least 2 Universities in remote communities and hold meetings with relevant stakeholders
- Provide at least 1 Guest lecture or case study

- Share our First Nations Engagement Plan with members of our First nations network and incorporate mutual initiatives into our CY26 plan.
- Develop a plan to understand ALFA's needs and how we can best support growth in their commercial capabilities.