

The Swift logo is centered within a large, circular gradient that transitions from a light blue at the top to a dark blue at the bottom. The word "swift" is written in a bold, white, lowercase sans-serif font. A small teal dot is positioned above the letter 'i'.

**INDIGENOUS  
ENGAGEMENT AND  
INCLUSION POLICY**

Swift Networks





## 1 ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation Swift acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to Aboriginal and Torres Strait Islander peoples today.

## 2 ABOUT SWIFT

In 2008, Swift set out to provide an entertainment solution developed specifically to service the needs of the mining and resources and oil and gas sectors.

Today, leveraging our specialist knowledge and practical experience, our in-house R&D team continues developing our proprietary platform to offer value beyond entertainment.

In addition to a 'better than at home' premium entertainment experience, we provide an easy-to-use platform for internal communications to make life easier for your team and support the overall well-being and quality of life on-site for everyone.

Swift's unique low bandwidth solution enables our proprietary entertainment and engagement platform. It is designed and implemented by our in-house teams, streamlining our customers supply chain.

Our agile customer centric approach and focus on value-driven innovation guide our strategy to build longterm partnerships based on trust and continuously identifying opportunities to improve outcomes.

We listen to our partners, working with them to design and implement reliable and scalable entertainment and engagement solutions tailored to their specific needs.

Our Swift platform has an easy-to-use content management system with different access levels. It can be leveraged to deliver corporate and site-level communications, including site safety and assistance, health and safety training, Indigenous culture education, and mental health support. The system also supports the delivery of messages to all TVs, a select group, or an individual TV.

## 3 PROMOTING AND SUPPORTING OPPORTUNITIES FOR INDIGENOUS AUSTRALIANS

Swift is committed to supporting and promoting Indigenous Engagement within our workforce and communities. Our approach to Indigenous Engagement is structured according to the following three pillars:

- Relationships – Encourage and foster meaningful, long-term relationships with the Indigenous community.
- Respect – Respect the customs and practices of Indigenous people and their communities.
- Partnerships – Provide a platform for our clients to promote participation and employment opportunities for local Indigenous people, as well as contribute to increasing cultural awareness within their employee group.





## 4 OUR COMMITMENT AND OUR APPROACH

### 4.1 Content offerings

We offer a selection of movies showcasing indigenous creative talent and stories. We also provide a platform for our clients to expand on the range of content available to help them to achieve their Indigenous Engagement objectives.

### 4.2 Community and Corporate Partnerships

Swift has partnered with IWIMRA (Indigenous Women in Mining and Resources Australia) to help facilitate discussions around Indigenous women in the mining and resources sector.

IWIMRA will lead the conversation, and Swift is coming on board to assist with providing a platform to share it.

The partnership's main focus will be to identify ways Swift's platform can be leveraged to help IWIMRA achieve its objectives of building stronger cross-cultural relationships and helping more indigenous people realise the opportunities available within the mining and resources sector.

As a membership-based organisation, IWIMRA aims to build a community to engage in conversation with women across the mining and resources industry. Its digital platform is designed to overcome geographical barriers with the core aim of identifying gaps in career progression and raising awareness of opportunities for Indigenous women within the sector.

IWIMRA also provides culturally safe professional development tools, access to a community of mentors, quality opportunities, and brokering greater relations with key industry stakeholders.

The information available on Swift's engagement platform is tailored to the customer's requirements. It could be utilised to share content from IWIMRA, and other organisations focused on raising awareness and providing education and cultural exchange opportunities to assist in the development of highly engaged and inclusive communities.

### About IWIMRA

Indigenous Women in Mining and Resources Australia (IWIMRA) was founded in 2017 to create a stronger connection among Indigenous women in Australia's mining and resource sector.

IWIMRA partners with the industry to continually raise the profile of Aboriginal and Torres Strait Islander women and to contribute to best practice solutions.

Through our lived experiences and narrative of Indigenous intersectionality, it is our priority to ensure Indigenous women's visibility, voice, and quality participation. IWIMRA aspires to lead with clarity and purpose.

Working with industry to build solutions-driven, cross-culture influential relationships will continue to contribute towards our sustainable future.

### 4.3 Cultural Awareness & Inclusion

In addition to providing a platform for organisations such as IWIMRA to share content focused on raising cultural awareness, Swift is also committed to ensuring we operate with respect for Indigenous culture



# INDIGENOUS ENGAGEMENT AND INCLUSION POLICY

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and people. We will continue to educate our workforce by providing them with access to training, materials and resources on diversity and inclusion and cultural sensitivity.

## 4.3.1 Diversity & Inclusion

Swift recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. Swift is committed to seeking out and retaining the finest human talent to ensure top business growth and performance. Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

At Swift we believe in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions us to anticipate and fulfil the needs of our diverse customers, delivering high quality products and services.

## 4.3.2 Recruitment

Swift recruits people from all backgrounds. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding and reflecting our customers in local markets.

Swift is committed to ensure this diversity extends to all community groups and will ensure our job postings are available to Indigenous and Torres Strait Islander people by way of targeted job boards such as Indigenous Employment Australia.

### Career development and promotion

Swift rewards excellence and all employees are rewarded and promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively

## 4.3.3 Anti-discrimination

We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. Swift is committed to tackling cultural stereotypes both within and outside our organisation.

We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents. Our Anti-discrimination Policy details our procedure for handling complaints of this nature. Diversity practices Swift provides a safe and healthy work environment for our employees.

We offer:

- Flexible working arrangements
- Employee education assistance
- Employee network and support groups
- Employee Assistance Program
- Open communication

