

LOCAL PARTICIPATION POLICY

Bright Group (including all subsidiary entities) is committed to building strong and sustainable communities by maximising local participation across our operations. We recognise the value that local Employees, Suppliers, and Subcontractors bring to our business and provide full, fair, and reasonable opportunities for them to engage with and benefit from our activities.

We understand that increasing local participation supports regional economies, builds capability, and fosters resilience in the communities where we work. Our approach is inclusive and practical, ensuring that local engagement is aligned with our commitment to health and safety, quality, environmental responsibility, and value for money.

To demonstrate our commitment to local participation, Bright Group will:

- Prioritise local employment and procurement where capabilities meet or exceed project requirements.
- Empower our employees by offering appropriate Employee Benefits schemes.
- Provide equitable access for local businesses through transparent procurement and tendering processes.
- Develop and maintain local industry participation targets and review performance regularly.
- Collaborate with government, industry bodies and community stakeholders to support capability development and competitiveness.
- Invest in local training, development, and workforce readiness initiatives.
- Maintain regional offices, workshops and operational infrastructure to support local employment and service delivery.
- Create clear structures to support communication, accountability and reporting of local participation outcomes.
- Foster meaningful relationships with First Nation Australian communities to ensure long-term and culturally respectful engagement.

Where local capacity does not yet exist, we are committed to working with local businesses and individuals to build capability and enable future participation.

Bright Group upholds its responsibility to operate in a socially responsible and inclusive manner. We are committed to ensuring our work leaves a positive legacy through the employment of local people, the engagement of local suppliers, and the development of local enterprise.

A handwritten signature in black ink, appearing to read 'Stephen Easterbrook'.

Stephen Easterbrook
Managing Director

