



Regional employment and procurement policy

Bravus comprises the Adani Group's Australian businesses - Bravus Mining and Resources, the Rugby Run solar farm, Bowen Rail Company, Abbot Point Operations, Carmichael Rail Network and the North Queensland Export Terminal (here within referred to as Bravus businesses). This policy applies to each of those businesses.

Bravus is committed to creating opportunities for the regions where it operates, with a focus on maximising regional employment and procurement as part of the businesses' broader commercial approach. Our aim is to strengthen local communities and enhance economic and social development within these regions, recognising that helping to sustain vibrant communities with strong economies is one of the most important contributions our businesses can make.

Bravus is committed to:

- Ensuring procurement opportunities are effectively and appropriately developed and communicated to maximise participation by local and regional businesses.
- Ensuring our businesses provide opportunities for capable regional businesses and contractors in procurement processes, and supporting these suppliers as appropriate to enhance capability for improved participation across our supply chain.
- Actively supporting and engaging certified Indigenous-owned businesses and suppliers.
- Prioritising employment of people from defined local and regional areas around our operations.
- Maintaining transparent recruitment practices, including identifying and reducing barriers to participation so regional jobseekers and Indigenous peoples have full and fair access to upcoming opportunities.
- Creating sustainable career pathways for Indigenous peoples and ensuring culturally safe workplaces.
- Enhancing local workforce development through apprenticeships, traineeships, and pre-employment programs, to build a skilled, resilient and job-ready local workforce.

This policy applies to all employees and contractors who have an obligation and responsibility to follow the commitments outlined in this policy and actively contribute to meet the businesses' targets.

Samir Vora
Executive Director and Country Head - Bravus
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