

onQ Digital Group Pty Ltd

Acknowledgement of Country



AS A COMPANY OPERATING ON AUSTRALIAN SOIL, WE DEEPLY RESPECT THE TRADITIONAL OWNERS OF THE LAND ON WHICH WE WORK

While only Traditional Owners can give a “Welcome to Country,” an “Acknowledgment of Country” allows everyone, Indigenous and non-Indigenous, to show respect for the Traditional Owners, their rich culture, heritage, and ongoing relationship with the lands and waters. This acknowledgment demonstrates our recognition of the Traditional Owners' significant place in Australian society today.

Our policy aims to go beyond mere acknowledgement, reflecting our commitment to appreciating and honoring the rich histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples. We strive to integrate this respect for Indigenous cultures into our daily business operations, from internal meetings to public events.



APPLICATION OF THIS POLICY

We seek the cooperation of all employees, visitors, and other individuals. We welcome suggestions for achieving our health and safety goals and creating a safe work environment with zero accidents. This policy applies to all business operations and functions, including off-site work.

Policy authorized by: **Date: 01/07/2025**

Myles Quinn

Myles Quinn - CEO – onQ Digital Group Pty Ltd

REVIEW OF POLICY

This document will be reviewed as necessary to ensure continued compliance with the evolving circumstances of onQ Digital Group Pty Ltd

Developed: **23rd September 2018**

Reviewed: **01 July 2025**