



# RECONCILIATION ACTION PLAN (RAP)

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At Liberty Energy, we believe reconciliation requires unwavering commitment, genuine and meaningful collaboration, and proactive action. As we navigate our role in Australia's energy landscape, we recognize the profound importance of reconciliation with Aboriginal and Torres Strait Islander peoples.

Developing our ever-progressing Reconciliation Action Plan (RAP) serves as a roadmap towards building respectful relationships, creating opportunities, promoting cultural awareness within our business culture, and fostering genuine reconciliation that is both meaningful and impactful to generate the best possible outcomes for Indigenous people on whose land we are fortunate enough to work and live on.

## 01.

### ACKNOWLEDGMENT & RESPECT

We acknowledge the traditional custodians of the lands on which we operate and pay our respects to Elders past, present, and emerging. This acknowledgment is more than a formality, it is our promise to engage respectfully with the land and customs that Indigenous people have practiced for thousands of years. Liberty acknowledges Indigenous people as the rightful owners of their country and looks to promote this acknowledgement throughout our stakeholders.

## 02.

### BUILDING RELATIONSHIPS

We understand that meaningful reconciliation requires open dialogue, active listening, and mutual respect. These relationships allow us to learn, grow, and work together towards common goals that contribute to the progression and capability of Indigenous people working on their country.

## 03.

### CREATING OPPORTUNITIES

We prioritize the creation of meaningful opportunities for Aboriginal and Torres Strait Islander peoples within Liberty Energy. These initiatives include employment programs, apprenticeships, and career development pathways for those interested in the energy sector. Liberty Energy intends to foster generational employment outcomes within the communities we work in. Providing long term, meaningful economic outcomes for Indigenous people and their communities, creating impactful generational change.



## 04.

### CULTURAL AWARENESS & COMPETENCY

We will provide ongoing cultural competency training for all employees, ensuring that everyone understands and respects the rich diversity of Aboriginal and Torres Strait Islander cultures, histories, and perspectives.

## 05.

### RECONCILIATION ACTIONS & OUTCOMES

Our RAP is a commitment to tangible actions and measurable outcomes. We regularly review our progress, identify areas for improvement, and implement concrete initiatives to advance reconciliation. Liberty Energy insists on giving the direction of outcomes back to the Indigenous people on who's country we work on, as they know the best steps forward for reconciliation targeted in their communities.

## 06.

### CONTINUOUS LEARNING & COLLABORATION

Reconciliation is an ongoing journey that requires continuous learning and collaboration. Liberty Energy actively seeks feedback and input from Aboriginal and Torres Strait Islander Traditional Owners, integrating their perspectives into our decision-making processes.

As we embark on this journey of reconciliation, we invite our employees, partners, and stakeholders to join us in fostering a society where respect, understanding, and opportunities are extended to all, regardless of background or heritage. Liberty is dedicated to build a brighter future for generations to come.