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INDIGENOUS EMPLOYMENT & ENGAGEMENT

Purpose and Context

The Company recognises that Indigenous Australians are statistically amongst the most disadvantaged groups in Australia. This includes employment. Improved labour involvement is fundamental to achieving positive outcomes for individuals and their families in terms of social and economic engagement.

In addition, the Company acknowledges that Indigenous Australian staff are central to the development of teaching of indigenous knowledge, providing education to the industry and society.

The Company undertake to provide a commitment to the provision of equal opportunity in employment together with the promotion of inclusion through valuing diversity in the workplace.

Policy Statement

This policy describes the principles as a foundation to support Indigenous Australian employment and engagement at the Company.

Objectives

The Company seeks to:

- a. Increase the participation rate and employment outcomes of Indigenous Australians across all levels to at least reflect participation levels in society.
- b. Be an employer of choice for Indigenous Australians within the Greater Bunbury Region.
- c. Create a work environment that is free from discrimination, promotes an understanding of Indigenous culture, and is culturally respectful and inclusive.
- d. Build and develop a positive working relationship with the community and relevant stakeholders about improving employment outcomes for Indigenous Australians.

Principles

- a. Provide an environment where Indigenous employees are encouraged to achieve their full potential.
- b. Celebrate the knowledge, skills and history of Indigenous Australians and recognise the cultural diversity this knowledge brings to the workplace.
- c. Provide a workplace where cultural, social and religious systems practiced by Indigenous Australians are respected.
- d. Include representation of Indigenous employees across a wide range of areas and levels of the company.

The Company will strive towards these guiding principles by undertaking the following actions:

- 1) Achieve a level of employment participation by Indigenous Australians at or exceeding the level of their representation in the community, noting that Indigenous Australians make up 2.5% of the Australian population.
- 2) Increase the retention in the workforce and long term career and employment prospects for Indigenous Australians.
- 3) Positively and proactively seek to recruit Indigenous Australians.
- 4) Offer career development by way of training, education, mentoring and other learning initiatives to build individual skills and leadership. These programs will assist in retaining Indigenous Australians at the Company.
- 5) Work with external partners to develop support for work placements.
- 6) The Company will support Indigenous Australian employment by adopting Government initiatives that promote increased Indigenous Australian employment participation. E.g. VTEC (Vocational Training and Employment Centres), Aboriginal Workforce Development Centre.

Engagement

The Company will seek to engage with outside organisations (community, business, industries and government), beginning with the Greater Bunbury Region to develop associations and partnerships that improve Indigenous Australian employment opportunities.

Policies

The Company aims to build mutually beneficial partnerships based on respect through the involvement of Indigenous Australian employees in employment-related decision-making processes. This will include participation in employee selection and involvement in staffing strategy development.

Communication

The Company includes its Indigenous and Employment and Engagement Strategy in the Group induction process and website.

A handwritten signature in blue ink, appearing to read 'John Hovey'.

John Hovey
Managing Director