

# RECONCILIATION POLICY

## Intent

SPRINGMOUNT SERVICES is committed building good relations between all our employees and is committed to promoting diversity within our organisation. We will respect the special contribution of Aboriginal and Torres Strait Islander people in Australia. This Policy will provide guidance as to how we will achieve our Reconciliation goals.

## Principles

SPRINGMOUNT SERVICES will align its supporting activities to contribute to the Five Dimensions of Reconciliation through a range of internal processes and procedures, and external programs and initiatives.

### Five Dimensions of Reconciliation

- **Race Relations** - All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.
- **Equality and Equity** - Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.
- **Unity** - An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity.
- **Institutional Integrity** - The active support of reconciliation by the nation’s political, business and community structures.
- **Historical Acceptance** - All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.

## RACI

Responsible	It is the responsibility of the Executive Committee to implement, maintain and communicate this policy.
Accountable	The final authority for this policy lies with the Managing Director.
Consulted	When making changes to this policy consultation should be carried out with the Executive Team.
Informed	All changes to this policy should be communicated to all team members and relevant contractors.

## Operation and Incidence

In pursuing these objectives, SPRINGMOUNT SERVICES will follow the following lines of actions;

### *Lines of Action*

- Reconciliation Action Plan evolution,
- awareness,
- education,
- procurement and supply chain discipline,
- training and onboarding,
- governance and reporting (including metrics),
- employment initiatives,
- community connection programs.