

INDIGENOUS EMPLOYMENT POLICY

Intent & Purpose

We are committed to the employment and development of Aboriginal and Torres Strait Islander persons. This policy will fully support the objectives detailed in the company Reconciliation Action Plan (RAP).

Operation and Incidence

Scope

This policy applies to all aspects of our operations.

Application

In pursuing these objectives, and in employment matters generally, the company will:

- Respect and consider the cultural, social and religious systems practised by Aboriginal and Torres Strait Islander people.
- Support participation of Aboriginal and Torres Strait Islander staff in activities of a cultural or ceremonial nature.
- Continue to develop Aboriginal and Torres Strait Island People employment initiatives and training programs.

Objectives and Principles

Our Aboriginal and Torres Strait Island People employment objectives are to:

- Encourage and foster the employment and participation of Aboriginal and Torres Strait Islander people within Springmount Services, either directly in our operations or through our contractors.
- Maximise employee development along with the transfer of job skills and information in order to increase Aboriginal and Torres Strait Islander staff knowledge, independence, remuneration, job security and self-sufficiency.
- Facilitate and encourage the direct involvement of Aboriginal and Torres Strait Islander employees in determining career strategies, goals and objectives.

Subordinate documents

Nil

RACI

Responsible	It is the responsibility of People and Culture Manager to maintain and communicate this policy.
Accountable	The final authority for this policy lies with the CEO.
Consulted	When making changes to this policy, a consultation should be carried out with the leadership team.
Informed	All changes to this policy should be communicated to all leaders.

Breach of The Policy

N/A