

# MIGRANT EMPLOYMENT CHARTER

## Applicable Policy

SMS 100 POL Corporate Social Responsibility and Governance Policy – Springmount Services is committed to acting and having: the highest standards of responsible business practice and sustainability. We will guarantee that its corporate and social responsibility to its workforce, and the community, is met through a range of internal processes and procedures and external programs and initiatives.

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## Principle

The Company will do everything possible to ensure that it assists migrant workers to find work and empowers their ongoing employment.

## Scope

These guidelines apply to all current eligible employees and employment applicants.

## Context

Australia has the world's most extensive migration program. The annual inflow of foreign workers is about 1 per cent of Australia's population and an even higher proportion of its skilled labour force. Despite the potential competition with skilled natives, Australia has experienced wage growth and returns to higher education unparalleled in any other advanced economy over the past three decades.

Yet, the labour market outcomes for many foreign-educated migrants are substantially and stubbornly below those of comparably educated natives.

Australia's immigration policies have changed significantly in recent years, marking a departure from the 'settler' model of permanent immigration. Australian governments have managed this transition successfully.

The benefits of these changes are evident. Skilled immigrants have offset population ageing, improved labour productivity, helped businesses source skills that are difficult to find at short notice, and addressed the needs of regional areas and industries.

## Application and process

The Company will take all steps possible to assist in recruiting, onboarding, and developing migrant workers into our organisation. This will be enabled through a range of initiatives including (but not limited to) those below;

- developing partnerships with local and national migrant employment agencies,
- making company training and development materials as multilingual as is possible,
- designing and producing training documentation in pictorial forms,
- giving present non-English speaking employees access to language development programs,
- ensuring all leaders and people involved in the recruitment process undertake cultural sensitivity training, with a particular focus on the needs of potential non-English speaking recruits,
- incorporate diversity and inclusion into ongoing leadership development programs,
- embed diversity and inclusion metrics into the company's survey program,
- providing an intranet base hub to assist migrants employed by the Company in gaining all necessary support for their work and other aspects of their lives,
- establishing an internal mentor program to help migrant origin employees.
- Provide ongoing analysis of the Company's diversity and inclusion status and provide such a report to the Executive annually.

## Subordinate Document

N/A