



Indigenous Engagement Policy

Our Vision is: To transform tomorrow

To achieve this we are committed to:

- » Consulting with clients and stakeholders to fully understand their requirements and to meet or exceed their expectations;
- » Recognising the traditional and cultural values that tie Indigenous people to the land, including the special significance of some areas in which we work;
- » Working with individuals, Indigenous communities and businesses to maximise opportunities for Indigenous people to engage with and work for us;
- » Ensuring our recruitment and employment processes are inclusive of the needs of Indigenous applicants;
- » Ensuring that our workforce and subcontractors are made aware and support the employment and retention of Indigenous people;
- » Providing a safe and culturally aware environment for all employees;
- » Actively seeking feedback from clients and stakeholders and addressing opportunities or areas for improvement and levels of satisfaction; and
- » Reviewing and revising our Indigenous Engagement Policy periodically to maintain relevance, effectiveness and appropriateness to our business.

Greg Heylen
Chief Executive Officer
November 2017

