



Indigenous Australians Employment Policy

Minbaringu Services works towards creating mutually beneficial and sustainable outcomes in its business, economic and regional environments. To achieve collective sustainability and with respect to the cultural, social and religious systems practised by Aboriginal and Torres Strait Islander people. We recognise the need to create an inclusive working environment that values cultural diversity. Minbaringu Services therefore, commits to working with Indigenous Australians in a way that respects cultural needs and practices.

Through this policy, we shall support:

- Recruitment, employment and retention of indigenous workers in a fair, transparent and merit based process, including:
 - Providing apprenticeship opportunities
 - Increasing the number of Indigenous staff employed
 - Promoting and supporting professional development of indigenous workers towards reaching their full potential
- Cultural inclusivity and awareness within its workforce, including:
 - Understanding cultural, social and religious systems
 - Respecting differences in cultural practices and needs
 - Employee participation in cultural events
- Partnering with local Indigenous organizations through the lifecycle of projects and existing operations, including, where possible:
 - Delivery of goods and services through competitive market assessments towards mutual growth and development
 - Support to local enterprise development and procurement opportunities
 - Community engagement programs to mutual understanding and appreciation

Furthermore, we shall support local governments and clients in their Indigenous engagement programs in addition to the requirements outlined in this policy.

Richard Walker
Managing Director

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