



CAPABILITY STATEMENT

PILBARA



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DIRECTORS STORY – Richard Walker



I am a Ngarluma Corporate Director, I live in the Pilbara with my wife and children and have a close connection to the Ngarluma and Ngamal communities through my mother and father. I have a strong sense of community and enjoy helping people to improve their lives. As a young man, growing up in the Pilbara I have experienced many difficulties and hardships. Social inequality, injustice and lack of opportunity have motivated me to work hard and become successful. It has been difficult for me to accept the reality of cultural exclusion and imbalance in a region so rich in natural resources and opportunities for non-Indigenous companies and people.

Through my work as Ngarluma Heritage manager, I have a close connection to the land and ancestral sacred sites. It is deeply troubling to me when these sites are disturbed and not managed in the correct way. I have worked hard to bring change in attitude and methodologies in this area. I support progress and development but believe it must be done in the right way.

Protecting the land and cultural sites for future generations is very important to me and my people. Being able to offer opportunities to young people provides me motivation in business and in life. I believe in generational change for the long term development and improvement of my ancestral communities. It is my desire to help my people gain financial and social independence through engagement and support programmes. My goal is to use my Indigenous business to provide the financial and human resources to help achieve these goals.

I have invested time talking to Pilbara mining and resources companies who have committed to supporting me in my vision to make a difference for my T/O groups. I have developed a programme around 3 key topics (**Pillars of community engagement**) which have impacted my immediate and wider families over the years. I have also developed a road map with key people to assist in the development and implementation of this programme.

With the support and mentoring of my business partners, I hope to develop a successful business which will allow me to achieve these goals and leave a legacy long after I have gone.

A handwritten signature in black ink, appearing to read "Richard Walker".

Richard Walker

Managing Director



COMPANY DETAILS



Company details

Company name: Minbaringu Services Pty Ltd
ABN: 53 625 726 267
ACN: 625 726 267
Established: 2018
Telephone no: (08) 9202 4689
Email address: admin@minbaringu.com.au
accounts@minbaringu.com.au

Website: www.minbaringu.com.au
Address: 50 Orkney Road, Karratha WA 6714
Postal address: PO Box 701, Karratha WA 6714

Name of Directors: Richard Walker richard@minbaringu.com.au (M): 0458 814 515
David Crooks david@minbaringu.com.au (M): 0408 426 326

Regional Locations



Karratha 50 Orkney Road, KARRATHA WA 6714
Port Hedland 1/4 Munda Way, PORT HEDLAND WA 6722
Onslow 34B Third Avenue, ONSLOW WA 6710



SENIOR MANAGEMENT



RICHARD WALKER

Managing Director - Business Development & Community Engagement

Richard is a prominent member of the Njamal and Ngarluma Pilbara communities. He commenced his career in the mining industry as a plant operator in 1997 with Rio Tinto. After successful completion of a number of in-house training courses Richard became involved with supervision and training of Aboriginal trainees and employees.

Since 2015 Richard has represented the Ngarluma Corporation in the position of Heritage Manager and has supported the activities of the corporation in the following areas:

- Heritage site surveys, Archaeological and Ethnological
- Native title activities
- Key stakeholder liaison activities between Traditional Owner groups and mining/resources interests
- Government delegation negotiations and resolutions

From 2005-2016, Richard has held various positions with Rio Tinto & FMG including, Australian Indigenous Supervisor and Mentor liaising officer. During this time, Richard facilitated the following activities with Australian Indigenous youths:

- Organising & facilitating cadet groups training and individual traineeships.
- Youth development programmes.
- Recruitment and job ready preparation and training programmes.
- Working with troubled youths and transitioning into training/employment programmes.
- Supervision and mentoring of work groups in mine operations and plant operator activities.

In 2001, Richard accepted a position with the WA Government in the Department of Child Protection as a Senior Field officer. This role presented the opportunity to further develop and enhance his skills and experience with community engagement and involvement with various Traditional Owners groups and families in the Karratha and Roebourne region.

Richard was responsible for the following support activities within Pilbara community, interacting with Aboriginal families.

- Supporting & strengthening Aboriginal families.
- Identification and protection resolution for 'at risk' children.
- Organisation and facilitating of foster caring.
- Community capacity building and family unit development.
- Educational support and development for future training and employment opportunities.



COMPANY PROFILE



SENIOR MANAGEMENT



DAVID CROOKS

Managing Director - Operations

David has 30 years of experience in Mechanical and Electrical contracting throughout Western Australia and more recently in Queensland and Victoria.

David has been successful in training Australian Indigenous Apprentices in both electrical and mechanical trades.

In 2013 David commenced employment with Mechanical Project Services (MPS) Pty Ltd. He has successfully spearheaded the development and growth of the MPS Regional business over the past 5 years. David and his North West team have built strong relationships with key mining and resources clients throughout Western Australia including:

- Chevron Australia
- BHP Billiton
- Rio Tinto
- Pilbara Port Authority
- BMW Dept. of Trading & Finance
- Pilbara Rail/GE
- SIMCOA
- Bunbury Desalination Plant
- WA Dept. of Health
- Qube Resources

David has delivered many successful installation and maintenance contracts to completion including electrical, mechanical and PV Solar Power systems to the above clients.

David commenced employment with Trane Australia in 1988 and progressed to the position of Project Supervisor in the EBS (Existing Building Services) team. He began mechanical contracting through the Pilbara region in 1997 and permanently relocated to Port Hedland in 1999 as Port Hedland Manager for Haden Engineering. He was later promoted to the position of North West Manager and successfully built and developed the Haden business throughout the North West region over a 14 year period.



COMPANY PROFILE



Minbaringu Services is an Australian Indigenous business developed to provide Electrical and mechanical contracting, Environmental and PV Solar Power services across Australia.

We have an experienced team of Australian Indigenous and non Indigenous Electrical, PV solar technicians and trainee/apprentices. We provide specialist services to the mining and resources sectors inclusive of the following:

- HVAC and mechanical services
- Electrical contracting and PV solar
- Liquid waste management and disposal, skip bin delivery and disposal and site clean-up and environmental inspections
- Power generation, dewatering and air compressor equipment for mining, industrial and commercial applications.

We have office and workshop/warehouse facilities in Karratha, Port Hedland and Onslow to service and maintain the complete spectrum of electrical, mechanical services, environmental and waste management and equipment supply.

BUSINESS MODEL

Our business model is built around our ability to recruit, deploy and manage technical Indigenous Australian and non Indigenous personnel.

Our Indigenous Australian technical personnel represent many groups of Aboriginal Traditional Owners across our business. Their cultural background all contribute to the diversity of our company.

Understanding and drawing on the strengths provided by diversity helps us meet the needs of our customers, build strong relationships across the communities we serve, and engage the many talents of our team.

Our commitment to diversity currently focuses on generational and cultural diversity, increasing Aboriginal engagement, employment, providing training opportunities to Aboriginal youths and improving gender balance.

We recognise the value of attracting, engaging and retaining employees with different backgrounds, experience and perspectives.

We aim to create a safe and inclusive environment, where people are treated equally and are free of all forms of discrimination.

After hours emergencies are quickly responded to through our dedicated "On Call Team", who are ready to attend immediately to any after hours service call. Our "On Call Team" is supported through the Area Service Managers, senior staff and Company Directors.



COMPANY PROFILE



Minbaringu Services are able to provide confidence to our Clients, in the knowledge that a highly qualified team of technicians is always available to attend any electrical or mechanical issue that may arise. Our project team are adequately resourced and equipped to meet any challenge in our electrical or mechanical contracting projects.

COMPANY VISION STATEMENT

To achieve a fair return on investment safely through mutually beneficial customer/client relationships by delivering quality products and services with Australian Indigenous Community engagement.

COMPANY MISSION STATEMENT

- Integration of SHEQ into business operations.
- Competitive advantage through SHEQ performance.
- Mutually beneficial customer/client relationships ensuring business sustainability.
- Risk managed outcomes.

COMPANY VALUES

- **Customer Services** – repeat business through positive client experience by delivering quality products and services.
- **HSE** – working safely through respect, learning, communication, understanding and supporting the community and environment.
- **Success** – risk management approach to business, reputation and performance.
- **Accountability** – delivering as promised on time and on budget.
- **Employment** – providing high quality employment training and work experience opportunities to young Indigenous Australians.

SHEQ MANAGEMENT SYSTEMS

Minbaringu Services Pty Ltd subscribes to “Zero harm” at work policy. We see value in having efficient and effective management systems that support our employees and subcontractors to return home each day injury and illness free.





Safety, Health & Environment Policy

Obligations

Management is firmly committed to a policy enabling all work activities to be carried out safely, and with all possible measures taken to remove (or at least reduce) risks to the health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by our operations.

Minbaringu Services are committed to ensuring we comply with relevant Work Health and Safety & Environmental legislation, applicable Codes of Practice and Australian Standards as far as possible.

Every employee in the business is personally accountable for their safety, health and environment performance in their area of responsibility and this shall be reviewed regularly.

Responsibilities

Management:

Will provide and maintain as far as possible:

- a safe working environment
- safe systems of work
- plant and substances in safe condition
- facilities for the welfare of workers
- information, instruction, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health
- a commitment to consult and co-operate with workers in all matters relating to health, safety & environment matters in the workplace
- a commitment to continually improve our performance through effective safety management.

Workers:

Each worker has an obligation to:

- comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment
- take reasonable care of the health and safety of themselves and others
- wear personal protective equipment and clothing where necessary
- comply with any direction given by management for health and safety
- not misuse or interfere with anything provided for health and safety
- report all accidents and incidents on the job immediately, no matter how trivial
- report all known or observed hazards to their supervisor or manager.

Application of this policy

We seek the co-operation of all workers, customers and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero accident rate.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

Richard Walker
Managing Director

Date: 23 April 2018

Review Date: 23 April 2020

COMPANY PROFILE



OUR SERVICES

Minbaringu can provide the following services:

- electrical contracting
- HVAC & mechanical services
- environmental and waste management
- ecological sustainability
- PV renewable energy
- power generation, dewatering & air compressor equipment supply
- testing, auditing & monitoring

After hours emergencies are quickly responded to through our dedicated “On Call Team”, who are ready to attend immediately to any after hours service call. Our “On Call Team” is supported through the Management team and Company Directors.

I Request – Easy Tracking of Maintenance & Service

We provide a number of different reporting and information methods through the use of I Request, to best satisfy client needs. We have adopted I Request to link with client systems.

Streamlining the management of maintenance and service requests leads to greater tenant/guest satisfaction and building efficiency by eliminating time consuming, ineffective and often redundant paperwork. Quality information allows facility managers to identify and address potential issues, resulting in better system performance and energy management.

This IT based platform offers our clients a ‘live’ interactive, integrated service and maintenance tool and provides the following:

- asset management
- service request generation 24/7
- web enabled management
- full reporting issues & works
- life cycle reporting & forecast
- maintenance scheduling
- subcontractor management
- risk management
- interfaces industry standard property management systems
- online client interface
- full service history
- hand held device interface
- document management
- correspondence tracking
- purchase order approval
- contractor inductions
- incident reporting
- help desk support



KARRATHA TAFE - 192kW PV System



Client: North Regional TAFE
Value: \$540K

This project comprises of Fronius inverters, Tier 1, 320 watt panels and Magellan Solar smoother units, grid connected to the Horizon Power Network. The newest facilities on the campus were selected for PV panel installation following engineering assessment of the Skills Centre and Fabrication building.

The system will produce approximately 3.4 Megawatt hours per annum, the majority of which will be consumed by the campus.

ADVENTURE SPORTS – 19.2kW PV System



Client: Adam Ambroziak – Adventure Sports
Value: \$50K

This project comprises of GoodWe Hybrid inverters, Tier 1, 320 watt panels and Magellan Solar smoother unit, grid connected to the Horizon Power Network.



MINBARINGU
SERVICES

KARRATHA

Our Karratha team is headed up by Chris Reginato and Dan Harbrow. Chris and Dan have a long association with the Pilbara and are very experienced with local market conditions.

We offer a high quality standard of maintenance and installation of electrical contracting service options to the local market. Our projects execution capability allows us to deliver quality installation works to all existing and new Clients.

Our investment in local community infrastructure and people allows us to provide a personal touch, with our employees being residents in the Pilbara with in-depth local knowledge and familiarity giving us a strong advantage particularly with HSE management being such an important and integral part of the industry.

We have a local skilled and experienced team of Indigenous Australian and non Indigenous Electrical maintenance and installation trades people. Well managed service is a major focus of our business strategy.

We have established a strong position in the local market with long standing relationships with the following Clients:

- Knight Frank (Karratha Quarters)
- Pilbara Ports Authority
- Pilbara Rail
- Pilbara Iron
- G.E. Services



PRIMERO GROUP – 64kW PV System



Client: Primero Group
Value: \$85K

This project comprises of Fronius inverters, Tier 1, 320 watt panels and Magellan Solar smoother unit, grid connected to the Horizon Power Network. The project design and application process was complex involving Horizon Power, adherence to feed in management, system engineering and time line requirements were critical aspects of this project.

The system will produce approximately 111,000 kWh hours per annum; approximately 15% will be exported to the grid.

TOWN OF PORT HEDLAND



Client: Town of Pt Hedland

We provide air conditioning maintenance and breakdown repair services to the JD Hardie Centre, Civic Centre and Wanangkura Stadium.

A wide range of air conditioning equipment is maintained as part of this contract, including:

- package units
- ice machines
- water coolers
- split systems
- split ducted systems
- chilled water / central plants systems
- BMS control systems

We engaged the support of the BMS software manufacturer and installed remote login capabilities to allow for immediate rectification / feedback of control issues. Workflow was scheduled to ensure the building use was not affected during peak periods.



PORT HEDLAND

Our Port Hedland operation is headed up by Chris Hayes and Ashley Thornton. Chris and Ashley have been associated with the Port Hedland community for over 10 years. Our strong local presence will be instrumental in developing a successful contracting business based on relationships, commitment to service and the local business community.

Our Port Hedland operation specialises in the mining, resources sector and commercial electrical and mechanical services.

Our local team of Indigenous Australian and non Indigenous qualified technicians provide Mechanical, Electrical and PV solar power services to the town and industrial sites.

Our Major Clients are as follows:

- Primero Group
- Town of Port Hedland
- Qube Bulk
- Child Protection Services



WHEATSTONE PLATFORM



Client: Chevron Australia

We provide ongoing maintenance and service, installation and commissioning of HVAC equipment for the Wheatstone LNG Plant, Wheatstone Upstream offshore platform and Gorgon LNG facility (Barrow Island). We have been providing these services since 2014.

SHIRE OF ASHBURTON



Client: Woollam Construction

Value: \$300K

We were engaged to supply and install mechanical services which included the following:

- VRV packaged units
- Exhaust systems
- Building Management Systems

These works were completed in 2015.

DISCOVERY HOLIDAY PARK



Client: Discovery Holiday Park

We have been providing service and maintenance to air conditioning and refrigeration equipment since 2015. Equipment maintained includes; split system air conditioning, package units, cool room and freezer rooms.

ONSHOW

Our local branch manager Michael Penski is committed to a high level of services to the local businesses of Onslow.

Our branch in Onslow was established to provide electrical, mechanical service and maintenance to businesses and residents of Onslow.

Our operation forms part of the service operation and contracting services to the Wheatstone LNG Plant. As part of this commitment we have established a local presence to provide a comprehensive service to the community of Onslow.

We have a local skilled and experienced team of Indigenous Australian and non Indigenous electrical and mechanical maintenance trades people. We are committed to the employment, training and personal development of Aboriginal apprentices in the Onslow area.

Our Clients include:

- Discovery Holiday Park
- Shire of Ashburton
- Chevron ABU and Housing Facilities





ENVIRONMENTAL SERVICES

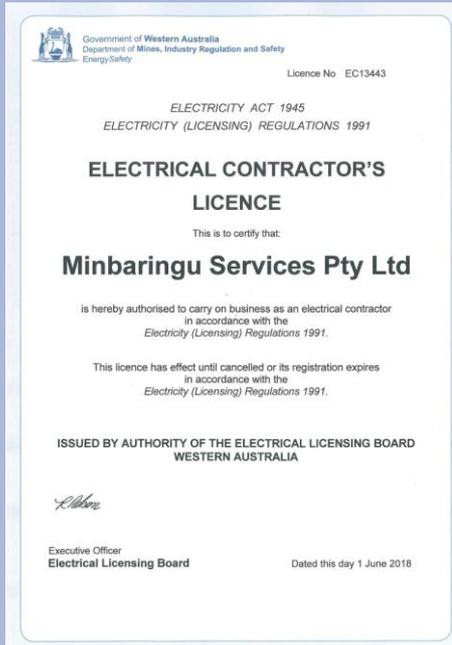
MINBARINGU provide Environmental and waste management services for our Pilbara based clients. We provide a range of these services including liquid waste management and disposal, skip bin delivery and disposal and site clean-up.

We also provide water and air management services including indoor quality testing and NATA certified building clearance certification.

Our personnel, plant and equipment are fully licensed and accredited to comply with all relevant state and federal govt. standards and Australian standards. We add value to our client by providing the following services:

- Septic system pump out and disposal
- Grease trap system pump out and disposal
- Contaminated water pump out and disposal
- Skip bin delivery and disposal for hazardous and non-hazardous waste
- Healthy building Indoor air quality testing and reporting, building clearance certification including asbestos, legionella, mould and other airborne contaminants
- Potable and non-potable water quality testing
- Outdoor air quality testing and reporting
- Site inspection and remediation services including decontamination and environmental disturbance

ELECTRICAL CONTRACTORS LICENSE EC13443



REFRIGERANT TRADING AUTHORISATION AU45881



PVC SOLAR POWER ACCREDITATION: A4226801



ELECTRICAL CONTRACTING

We provide a wide range of electrical contracting and maintenance services. Our qualified team of electrical technicians, project managers and support staff has the capability and expertise to provide a high quality service in the following areas:

- electrical design, installation and contracting services
- electrical maintenance and service including testing verification and energy auditing
- PV solar power system design and installation

RENEWABLE ENERGY

We provide industry services in the electrical, PV solar power and mechanical HVAC markets.

Minbaringu Services has been established to provide an Aboriginal business solution for solar power options to an extensive Client base throughout Western Australia in the commercial, resource and government market sectors. We have engineered and installed a number of PV grid connect installations from 50kW to 300kW in capacity.

We have a highly experienced and qualified team for the design, construction, commissioning, training and maintenance of PV Grid Connect and stand alone solar power systems. Minbaringu Services have a thorough understanding of Supply Authority requirements for class 2 and class 3 PV systems.

We utilise our in-house resources and capability with our PV software packages to assess and analyze energy consumption data. This provides an optimum design solution for all applications and PV systems.

A comprehensive analysis and return on investment and cost estimate is included with our proposals.

Sustainability

With the ever increasing demand on reducing carbon emissions and utility usage, we understand our role is pivotal in reduction goals as the mechanical services systems can be of the largest emitters in a property carbon footprint. Our maintenance practices ensure the best possible efficiency from your installed plant and equipment. It is one of our goals to provide solutions for our clients in energy efficiencies and equipment performance. We constantly invest in our people and systems to ensure we are up to date with all new products and practices within the market place. We provide testing, auditing and monitoring services to compliment our sustainability and optimization solutions.

Monitoring & Improvement of Energy Consumption

We offer to work with our Clients and determine if their systems are working to achieve efficient operation and lower running costs. We continuously advise, educate and offer training to staff and Clients on the equipment, which will have greater impact on energy efficiency.

RENEWABLE ENERGY – PROJECT PROFILE

Project commenced December 2018

Installation of the first cluster of trial houses for the Woodside Solar Power Embedded Network project – currently in progress.

Minbaringu Services are installing x11 systems ranging from 12kW to 22kW in capacity and 30-40kWh battery storage capacity.

This project is breaking new ground for the installation of embedded network renewable energy power generation capacity with battery storage, to support local network power requirements.

These installation will set the benchmark for future similar projects throughout the North West Regional towns and Horizon Power networks.



POWER GENERATION & UTILITY EQUIPMENT

Minbaringu have partnered with Uon to offer a complete range of power generation and utility equipment. This includes a large range diesel generators, battery storage modules, PV arrays, dewatering and air compressor equipment for mining and industry applications.

We can provide short and long term hire or lease options with full monitoring, service and maintenance backup and capability.

The following overview provides a summary of the equipment available throughout the Pilbara region.



Power Overview

PROACTIVE THINKING

When we design a solution we think about the operator first, drawing on our first-hand, in-the-field experience and expertise.

24/7 SUPPORT

Our Service team can provide real time service and maintenance support on diesel or electric powered generators, as well as on switchboards and remote monitoring control systems.

TOTAL INTEGRATION

All products by Minbaringu are designed to fit seamlessly together. Add or remove products at anytime, to meet the demands of your project, while minimising down-time.

SMARTER INVESTMENT

Our solutions use standardised design for easy configurations. Switchboards are smart and modular allowing quick renewal as they can be installed and expanded when the current utilisation is complete.



POWER

Power Stations

Power Generation

Switchboards and Switch rooms

Load banks

Mobile Power Solutions

Remote Monitoring

INDUSTRIES SERVICED



Oil and gas



Construction



Mining



Civil

Power Stations



**MODULAR FOR EASY
EXPANSION / REDUCTION**

**DESIGNED & ENGINEERED FOR
AUSTRALIAN ENVIRONMENT**

**INTEGRATION OF
EQUIPMENT ASSURED**

**TOUGHEST & MOST
RELIABLE AVAILABLE**

**RELIABLE OPERATION
IN 50 °C AND ABOVE**

**REMOTE MONITORING
SYSTEM AVAILABLE**

Minbaringu can design, install, commission and maintain diesel, gas or hybrid diesel/solar Power Stations, either as a permanent or temporary solution.



Diesel Power Stations ranging from 500kW to 20MW

We source our components to suit every application, enabling our clients to access the most efficient diesel engines in the world.



Gas Power Stations

Minbaringu can supply equipment for small and medium sized (1 to 100MW) gas fired, dual fuel/gas turbine and diesel gas generation units.



Hybrid Diesel/Solar Power Stations

Our hybrid diesel and solar power stations are a significant operational cost-saving solution for off-grid application and weak-grid environments.

POWER STATION CAPABILITIES

Our complete Power Station package can include:

- Diesel Powered Generators
- Gas Powered Generators
- Gas Turbine Generators
- Solar Panels
- Inverters
- Battery back up
- Switchboards
- Switch rooms
- Control panels
- Transformers
- Load banks
- SCADA Systems
- Energy and Power Management Systems
- Telemetry
- Mobile solutions (skid/trailer/truck mounted)
- Bundled fuel tanks



Generators

UON PROPOWER™ - Minbaringu's custom generator for the resource industry

Minbaringu is proud to introduce our bespoke resources industry generator range - ProPower™. These generators have been designed and manufactured to perform in the harshest environment that Australian outback can deliver.



PRIME RATED 50 °C

EASE OF OPERATION

SUPER QUIET

BUILT TO LAST

AUSTRALIAN DESIGNED

HYDROCARBONS FULLY CONTAINED

EASY MAINTENANCE

ALSO BRINGING YOU THE WORLD'S LEADING BRANDS

We source a range of standard generators and fuel tanks from leading international suppliers. Minbaringu can customise these products to ensure they meet prime power and can operate within 50 °C ambient conditions. Whether off-the-shelf or customised, Minbaringu can ensure our products work within a framework of standard componentry.



STANDARDISED SILENCE ENCLOSED SETS

FUEL TANKS

Switchboards & Switch Rooms

**FLEXIBLE POWER
SUPPLY (160-6300 amp)**

**AUSTRALIAN DESIGN
AND MANUFACTURE**

**QUALITY COMPONENTS
AND SWITCH GEAR**

**FULLY TESTED TO
AUSTRALIAN STANDARDS**

**REMOVABLE PANELS FOR
EASY MAINTENANCE**



SWITCHBOARD CAPABILITIES

MODEL	VOLTAGE RANGE (AC)	CURRENT RANGE
Low Voltage Main Switch-	415VAC up to and incl. 1000VAC	Up to and incl. 6300 AMP
Low Voltage Main & Distribution Switchboards	415VAC up to and incl. 1000VAC	Up to and incl. 6300 AMP
Motor Control Centres	415VAC up to and incl. 1000VAC	Up to and incl. 6300 AMP
Custom Built Control Panels		
<ul style="list-style-type: none"> • Bore Pump Control Panels • Process Control Panels • Instrumentation Panels • Programmable Logic Control (PLC) Panels 	24VAC up to and incl. 415VAC	12 VDC up to and incl. 110VDC
Kiosk Sub Stations	11kV up to and incl. 66kV	66kV down to and incl. 415VAC

SWITCH ROOM CAPABILITIES

Minbaringu's Switch rooms can be applied to the following:

- Low Voltage Main Switchboards
- Low Voltage Main and Distribution Switchboards
- Motor Control Centres
- Bore Pump Control Panels
- Process Control Panels
- Instrumentation Panels
- Programmable Logic Control (PLC) Panels
- Voltage Range: 415VAC up to and including 1000VAC
- Current Range: Up to and including 6300 AMP

Low voltage/ High voltage Switch rooms are:

- Design & compliance to Australian wind load regions
- Inclusive of fire protection, power distribution and climate control





PILLARS OF COMMUNITY ENGAGEMENT

As part of our local community engagement strategy we have identified 3 major community issues in which to participate and focus attention, as below:

1. Youth suicide
2. Education
3. Indigenous Employment

We are committed to working with local organisations to improve the lives of families and individuals in their respective T/O groups. In collaboration with local organisations we will commit our support to families in the Roebourne, Karratha and South Hedland communities.

Minbaringu Services recognise the need to improve education outcomes for Indigenous Australians and are committed to assist local organisations within the community by working with schools to support their programs to increase pupil attendance and engagement.

Minbaringu Services will support the 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

Richard Walker
Managing Director

Date: 18 September 2018

Review Date: 18 September 2019



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

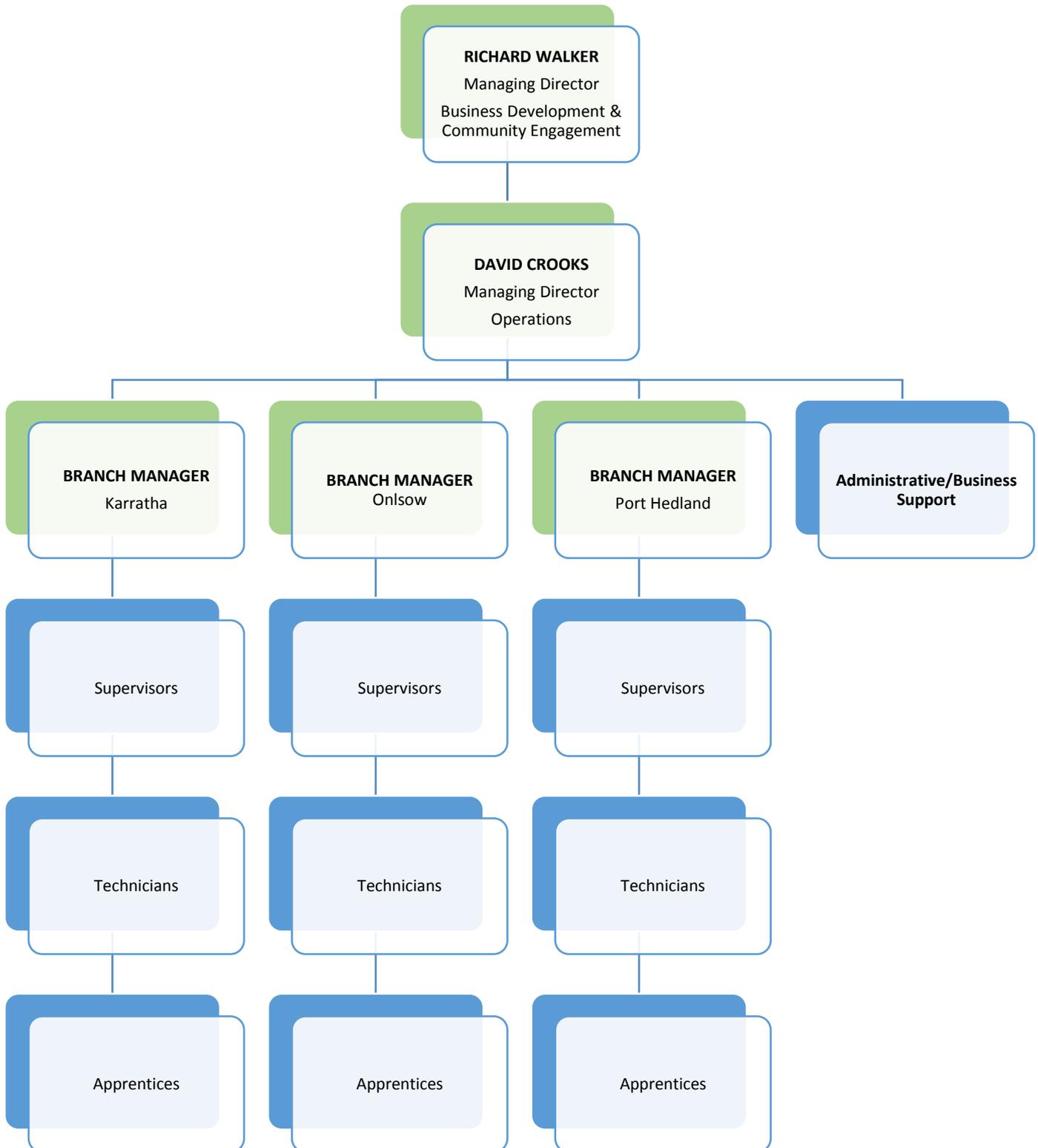
Furthermore, we shall support local governments and clients in their Indigenous engagement programs in addition to the requirements outlined in this policy.

Richard Walker
Managing Director

Date: 23 April 2018

Review Date: 23 April 2020

ORGANISATIONAL STRUCTURE CHART





MINBARINGU
SERVICES

For more information visit our website

www.minbaringu.com.au