



Multiplant

INDIGENOUS ENGAGEMENT POLICY

Multiplant acknowledges that the Belmont Head Office is situated on the traditional lands of the Noongar people and respects their elders, past and present.

Multiplant believes in building strong and respectful relationships with Indigenous peoples, families and communities and values equality for all.

Objective

To develop and maintain strong relationships and to provide a safe and healthy workplace for Indigenous employees through the selection, recruitment and training processes developed to alleviate the cultural and social barriers experienced by Indigenous people.

Policy

Multiplant is guided by the following principles:

- ❖ Listen to the needs of our indigenous employees, partners and clients and strategically align agendas to create beneficial business development;
- ❖ A recruitment and selection process that considers and addresses skill levels, personal, cultural and social barriers that treats all applications fairly and sensitively;
- ❖ Maintain a pro-active relationship building role with the indigenous communities and businesses to developing skills and increasing capacity toward their economic advancement;
- ❖ Engage with local people, including traditional owners connected through native title to a project site, therefore, broadening employment options to the wider indigenous community;
- ❖ Continually improving our understanding of Aboriginal and Torres Straight Island cultures, histories and contemporary issues;
- ❖ Involve indigenous mentors to assist with relationship building and breaking down employment barriers. Conduct skills audits and generate practical ways to ensure indigenous people can access non-threatening work environments;
- ❖ Build strong relationships with major stakeholders and contractors to encourage a responsibility in increasing the percentage of indigenous people in the workforce;
- ❖ Raise awareness of cultural differences and to improve workplace relationships;
- ❖ Introduce practical measures to ensure that indigenous employees are familiar with all relevant policy and legislative requirements that are in force on project sites; and

Chief Executive Officer: _____

Date: 27/6/16

References:

Aboriginal Cultural Standards Framework

Title: INDIGENOUS ENGAGEMENT POLICY	Approval: N. El Sayed
Document#: HR 00007	Revision #: 2
Issue Date: 27/06/16	Revision Date: 27/06/16