

Group Indigenous Participation Policy

Buildcorp supports Aboriginal and Torres Strait Islander (Indigenous) people to fully participate in, and benefit from, the economic advantages enjoyed by all Australians. We undertake these activities, not to tick a box, but because it is the right thing to do, ensuring our workforce reflects the country in which we operate.

Objectives

This policy provides the basis for:

- ▶ Increasing sustainable employment opportunities for Indigenous people within Buildcorp, including at senior management levels
- ▶ Employing Indigenous partners as contractors and more broadly across our supply chain
- ▶ Establishing new pathways for Indigenous people to participate in the construction industry

Commitments

To achieve these goals, our policy is to:

- ▶ Proactively encourage Indigenous employment via paid work experience, cadetships, permanent job placement and labour hire within Buildcorp
- ▶ Increase Buildcorp's engagement with Indigenous enterprises and work with them to develop skills for the construction industry
- ▶ Engage with the First Australians Chamber of Commerce and Supply Nation
- ▶ Support Indigenous education and training pathways into the construction industry
- ▶ Create a highly inclusive culture (see Diversity Policy)
- ▶ Use protocols to guide our employees to ensure their work acknowledges and respects Indigenous cultural beliefs and practices

Responsibility and Accountability

- ▶ The senior management group maintains overall responsibility for Indigenous participation, measured against our percentage of Indigenous employees and their retention rates.
- ▶ The Human Resources Department is responsible for ensuring all staff are aware of the Indigenous Participation policy and their obligations, responsibilities and rights, and for increasing organisational awareness of Indigenous culture.
- ▶ Buildcorp managers are responsible for supporting Indigenous participation in their parts of the business, and for setting an example by their own behaviour to encourage respect for Indigenous people and culture.
- ▶ Buildcorp employees and contractors are responsible for treating all colleagues with respect, fairness and professionalism, and for reporting to management any acts of discrimination they witness.

This policy will be reviewed at least annually and updated as required to take legislative changes into account.



Tony Sukkar AM
Group Managing Director
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