

AK Evans Earthmoving

ABORIGINAL ENGAGEMENT STRATEGY

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Introduction

AK Evans Earthmoving Pty Ltd (AKE) recognises and respects the Traditional Owners of the land upon which our projects are located and their links to culture and heritage. We see Traditional Land Owners as key stakeholders in our business. We recognise that Aboriginal and Torres Strait Islander people are some of the most disadvantaged in the Australian labour market.

AKE is committed to providing full, fair and reasonable engagement opportunities for Aboriginal people. We will commit to engagement in the areas of:

- Training and Education
- Employment
- Business Development & Capacity Building
- Community and Cultural Awareness

This strategy outlines the requirements and commitments that AKE shall use to deliver outcomes for Aboriginal people and achieve sustainable development to help close the gap between Aboriginal people and non-Aboriginal people.

AKE shall whenever practicable seek to engage local Aboriginal contractors or labour from specific regions that we are working in on a project. AKE understands the benefits that such engagement has for our Aboriginal stakeholders within their communities and that a small investment into a local business may have the effect of assisting many families within that community.

Employment

Our commitment to Aboriginal employment is directly related to attaining sustainable outcomes for all employees. Providing long term employment with training and mentoring is a key objective. Attaining project statistics will be important so long as it results in positive sustainable outcomes for both AKE and future Aboriginal employees.

It is the goal of AKE to improve the rates of:

- Employment of Aboriginal people
- Retention of Aboriginal employees
- Career development and advancement for Aboriginal employees

AKE shall identify specific targeted employment opportunities for Aboriginal people within our company across a range of jobs and skill sets. These employment target areas will map out career progression and advancement for individual employees.

Recruitment

We believe that the successful employment of new Aboriginal employees involves patience, understanding the history of traditional people, working towards two way communications, developing trust and mutual respect, cultural awareness and acknowledging the importance of family and relationships. There is a requirement to think and work outside normal traditional methods in order to generate successful outcomes.

Our staged recruitment approach has been designed to give project management and supervision time to building a successful relationship. By utilizing this two way process management is confident in their abilities and can acknowledge success through this process. Our company

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strength is generated by our people and their abilities to meet the requirements of our clients. Project recruitment plans will be developed and presented with key roles identified for discussion with relevant Traditional Owner representatives.

The plan will cover:

- Basic experience and skill requirements e.g. basic tickets
- Job expectations for employees e.g. turn up to work each day
- Site training plan to be delivered to each employee

Retention of aboriginal employees

AKE has a successful record in the retention of Aboriginal employees demonstrated by employees continuing service with the Company and who have progressed up through the ranks.

Retention of employees will be a focal point and as part of this strategy we believe in the following key principals:

- Culturally respectful, sensitive and aware
- Open and honest communication
- Understanding different leave requirements
- Supportive and building of confidence
- Focus on training and development
- Genuine desire to see employees succeed
- Not treated as a statistic but as a integral part of the workforce
- Gaining support from their family for their participation in the workforce
- Building relationships on trust and mutual respect
- Providing conditions of employment that are equal to the wider workforce
- Constantly seeking feedback and addressing concerns
- Encouraging and rewarding

Aboriginal employment target

AKE is targeting an employment rate of 10% of its site based workforce being Aboriginal people. AKE understands that this target shall be achieved over time and when the proper building blocks and foundations are in place in order to retain our future Aboriginal employees.

Training & education

A key to successful retention of Aboriginal employees shall be training and education. It is necessary to provide adequate training regarding the job but it is also important to provide education on non-work related issues such as investing your money and saving plans. AKE shall develop where necessary training programs for Aboriginal people that increase the rate of work readiness or use existing training programs that provide the standard required. This shall allow for entry by future Aboriginal employees into the AKE workforce. The training programme shall also focus on ongoing training and career development to increase skills but to create self-confidence. Career progression is an important tool in retention of employees.

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Monitoring & review of training

This is a dynamic process and key performance indicators shall be monitored and reviewed to analyse the success of the training program. The results of assessment will lead to changes in the program where areas could be implemented to improve the process.

Education

AKE understands the need to improve education rates of Aboriginal people. AKE has starting reviewing the establishing of a program where sponsorship and assistance would commence at a primary school level, continuing on to support selective students at a secondary school level before being able to offer traineeships and scholarships. The end goal would be to have such Aboriginal youth start full time employment with AKE. This program is part of AKE's long term approach to Aboriginal Engagement.

Succession plan for managerial positions for aboriginal people

It is important to allow Aboriginal people to participate throughout the company including management. We recognise that training and education will be necessary along with a marked pathway in order that Aboriginal people are able to progress into management positions within the company.

Business development

AKE shall identify business development opportunities that may arise on specific projects. Such development may involve the formation of a project specific joint venture or providing subcontracting opportunities for Aboriginal businesses.

AKE shall seek to give preference to local Aboriginal businesses in order to develop and provide benefits to the local Aboriginal community. The building of capacity of Aboriginal businesses allows these businesses to employ Aboriginal people and further provide benefits to each local community.

Community & cultural awareness

Our goal is to foster a relationship that strives to meet the expectation of Traditional Owners. We will achieve this through open dialogue and feedback.

Cultural awareness training

In partnership we will ensure through education and reinforcement that our workforce including senior project personnel understand and promote behaviours and attitudes that are culturally sensitive.

Community development

AKE is committed to an involvement in supporting community initiatives and has a proud history of sponsoring Aboriginal communities. Involvement of local Aboriginal communities may include Supporting local schools or community groups.