

## ABORIGINAL PARTICIPATION IN CONSTRUCTION POLICY (APiC)

### POLICY STATEMENT

As part of our commitment to promoting and broadening opportunities for Aboriginal and Indigenous People in the workplace, we recognise our moral and legal responsibility to provide a safe and healthy work environment for potential employees, contractors, customers, and Aboriginal owned businesses.

This commitment extends to ensuring that our operations and practices comply with the NSW Government APiC Policy initiative.

### AIMS AND OBJECTIVES

We will adopt procedures to –

- Create opportunities and support Aboriginal People through employment/ labour hire.
- Create opportunities and support Aboriginal owned businesses.
- Acknowledge and support the NSW Government and NSW Procurement Board to achieve APiC Policy objectives.
- Provide support and engage with local Aboriginal communities and organisations where possible.
- Provide support and assistance to create opportunities for Aboriginal apprentices or trainees where possible.
- Create relationships to deliver positive social outcomes.

### RESPONSIBILITIES

We recognise that the overall responsibility rests with management, who will endeavour to implement this policy. Employees will also be encouraged to provide support to management. Our responsibilities include –

- Encouraging the involvement of Aboriginal People and Aboriginal owned businesses within the construction industry.
- Follow OCHRE principles:
  - Opportunity
  - Choice
  - Healing
  - Responsibility
  - Empowerment
- Involvement of all staff to acknowledge and support this mission.

We are committed to encouraging consultation and co-operation in accordance with the APiC Policy and will formally involve elected supervisors and representatives to support and create opportunities for Aboriginal Participation.

### IMPLEMENTATION & REVIEW

<i>Policy to be fully implemented by</i>	<i>Policy to be review on or by</i>
22/01/2025	22/01/2026

### AUTHORISED BY

Anthony Hopewell MANAGING DIRECTOR		22/01/2025
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