

INDIGENOUS EMPLOYMENT POLICY

Purpose

The purpose of the Indigenous Employment Policy is to provide Indigenous employment opportunities and to support increased recruitment of Indigenous people within the company. Our aim is to also improve retention rates of existing Indigenous staff members and provide a range of professional development opportunities for Aboriginal and Torres Strait Islander peoples.

Scope

All staff and other stakeholders are expected to comply with this policy.

Commitment

Bridgeman's Indigenous Employment Policy is integral to our business strategy and our long-term success. We are committed to Indigenous employment practices that strive to deliver positive outcomes for Indigenous Australians, our clients, and the communities in which we operate.

We aim to be Australia's leader in Indigenous employment, balancing social, environmental and governance needs with corporate objectives.

Policy Statement

Bridgeman is committed to improving the Indigenous employment performance of the organisation through adopting an Indigenous Employment First strategy and promoting a culture of diversity and social inclusion.

Bridgeman will meet this commitment by:

- Ensuring work environments are culturally safe and foster respect for, collaboration with, and empowerment of, Indigenous staff members, acknowledging the unique and special place they hold as Australia's Indigenous peoples.
- Improving recruitment practices and commitment to increasing Indigenous staffing across all positions and at all levels within the company
- Improving employment, attraction and retention initiatives aimed at supporting the personal and professional development of Indigenous staff at all levels throughout the company
- An acknowledgement of the need to embed Indigenous perspectives and knowledges into Bridgeman's core business to guide strategies that support the career paths of Indigenous staff
- Development of an Indigenous Employment, Attraction and Retention Strategy that is responsive to and reflective of, Bridgeman's Strategic plan; and related Indigenous policies, procedures and initiatives underpinned by the following principles:
 - Respect for the cultural/social and religious practices of Indigenous Australians



- Recognition of Indigenous knowledge as a significant contributor to other bodies of knowledge
 - Recognition and protection of Indigenous intellectual property and knowledges
 - Recognition of and respect for Indigenous ceremonial activities, cultural practices and identity;
- Ensuring our Indigenous Employment First strategy is reflected in all strategic documents
 - Providing training and support for staff to adopt Indigenous Employment First principles and practices to achieve behaviour change in the workplace
 - Adhering to the Commonwealth Employment Rules
 - Partnering with the community to respond to the regional needs for an Indigenous Employment First future and provide Indigenous leadership in our region
 - Maintaining effective governance framework to deliver the Indigenous Employment First strategy.

Management

Managers and supervisors have overall responsibility for Bridgeman's Indigenous Employment Policy and are accountable for the performance and the effective implementation of Indigenous Employment processes and practices.

Our objectives are;

- Support employment opportunities for Aboriginal and Torres Strait Islander peoples
- Support sustainable growth of Indigenous employment
- Respond to Indigenous Employment needs by adopting an Indigenous Employment First strategy
- Align with the Commonwealth policy to stimulate Indigenous entrepreneurship and business development, providing Indigenous Australians with more opportunities to participate in the economy
- Work proactively to manage Indigenous employment opportunities and promote Indigenous employment
- Work with clients to assist in Indigenous employment opportunities
- Invest in initiatives e.g. One Mob Initiative and Bridging the Gap
- Protect Indigenous employees against any form of slavery
- Practice and promote ethical operations, accountability, and transparency

Review

Our Indigenous Employment Policy will be reviewed every two years and updated as required. Any amendments to this policy must be approved by the CEO.

Yours sincerely,

Adam Sarota
Owner and Managing Director
Bridgeman