



Indigenous Participation Policy (POL 21.0)

Overview

At MCR, we are committed to recognising and respecting the needs of Indigenous Australians, aim to maintain positive community relationships and provide meaningful employment opportunities. We are committed to playing our part in furthering the advancement of Aboriginal and Torres Strait Islander people and their communities.

Objectives

This policy defines MCRs' commitment to Indigenous Australians within the programs that will be implemented; our goals will be centred on three key areas:

- ✓ Relationships
- ✓ Respect
- ✓ Opportunity

Compliance with State Legislation and Regulations

This policy applies to all employees, contractors, and consultants associated with Multi Civil and Rail Services.

Policy Statement

The following principles guides and provides focus on this policy to develop further Indigenous awareness at Multi Civil and Rail Services.

- Providing an inclusive environment that celebrates and recognises the contributions made by Indigenous employees
- Promoting cultural diversity within MCR by assisting all employees in appreciating better Indigenous culture, including cultural engagement and education
- Understanding and adhering to cultural protocols by respecting the customs of Indigenous people and their communities
- Aligning with Australian government policies to drive Aboriginal & Torres Strait Islander (ATSI) employment and business opportunities
- Facilitating ATSI employment opportunities based on ability, performance and potential
- Basing decisions on employment to further the principle of equal employment opportunity
- Engagement of ATSI communities through the targeted use of external sponsorship programs
- Building an Indigenous tolerant workplace by taking action against inappropriate workplace and business behaviour including discrimination, harassment, bullying and victimisation

All management and staff are expected to comply with the spirit of this policy in the context of the organisation in which they work.

A handwritten signature in black ink, appearing to read 'Leigh Twigg'.

Leigh Twigg
General Manager