

Indigenous Australians Policy

Policy brief & purpose

Elite Project Solutions (EPS) is dedicated to fostering a workplace that reflects Australia's rich cultural diversity and upholds principles of equal opportunity in employment. Recognising the unique contributions of Indigenous Australians, this policy outlines our commitment to promoting Indigenous employment throughout our organization. The purpose is to communicate **EPS's** approach to the recruitment, development, and retention of Aboriginal and Torres Strait Islander People.

Scope

This policy applies to all **EPS** personnel and contractors involved in various projects and operations across the business. It encompasses every aspect of employment, from recruitment to training, development, and maintaining a supportive work environment.

Policy elements

1. Commitment to Excellence:

EPS is committed to recruiting, developing, and retaining the highest calibre of employees in accordance with our established recruitment and selection procedures.

2. Identifying Opportunities:

We will identify relevant areas within **EPS** and across all sites where positions specifically for Indigenous Australians can be developed.

3. Strategic Development:

We will develop specific strategies aimed at increasing Indigenous people's access to employment. This includes actively sourcing and utilising resources promoted by the Australian Government.

4. Cultural Training and Development:

EPS will participate in relevant training and development opportunities in a culturally appropriate manner, ensuring that our workforce is culturally competent and respectful.

5. Recognition of Cultural Heritage:

We recognize the cultural heritage and rights of Indigenous Australians. **EPS** is committed to developing, maintaining, and promoting social awareness and respect for Indigenous cultures throughout the workforce.

6. Collaboration with Indigenous Entities:

We will actively develop relationships with Indigenous business organisations and communities, fostering collaboration and mutual support.

7. Traditional Owner Engagement:

EPS commits to working with traditional owner groups in remote areas to identify opportunities for Indigenous People within current and new contracts.

Commitment to Clients

This policy, applicable to all **EPS** personnel and contractors, aligns with our commitment to promoting diversity and equal opportunity. The Directors commits to actively promoting and ensuring the success of this policy, ensuring that employment opportunities for Indigenous Australians are developed and supported by relevant programs.

By adhering to these principles, **EPS** aims to create an inclusive and culturally respectful workplace that celebrates and leverages the strengths of Indigenous Australians.

APPROVED:

This Policy will be reviewed every 12 months to ensure its appropriateness, accuracy and value.



Craig Riding

Director



Derek McGuinness

Director