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Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

INDIGENOUS EMPLOYMENT POLICY

Introduction

The Indigenous Employment Policy for Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, (collectively and hereinafter referred to as “the Organisation”) is a part of our commitment to improving the quality of life, equality of opportunity and the fulfillment of the diverse aspirations of Indigenous Australians. The Organisation will where possible, provide opportunities in employment and career development throughout the Organisation for Indigenous Australians.

It is a requirement for all of the Organisations sites to be, wherever practicable, flexible and innovative in their approach to the employment of Indigenous Australians.

Aims

The policy promotes and encourages employment opportunities for Indigenous Australians within the Organisation. We will foster equality of opportunity in employment for Indigenous Australians by positively seeking to recruit them, and by removing from the Organisation’s structures, practices and any remaining barriers to employment and career enhancement which may result in direct or indirect discrimination.

Principles

- Alignment with relevant government policies, strategies, protocols and guidelines.
- Awareness of the importance and relevance of traditional (clan, culture, community etc.) principles including extended cultural leave
- Recognition that all Indigenous Australians will have different priorities and may progress at a different pace
- Commitment to the formation of alliances and partnerships between the local Indigenous community and industry in the successful employment of Indigenous Australians
- Recognition that all parties have a shared responsibility to ensure the employment of Indigenous Australians is achieved

Implementation

Our people, specifically Managers and Supervisors are responsible for implementation of this policy. State and Commonwealth legislation prohibits discrimination on the basis of age, impairment, industrial activity, lawful sexual activity, marital status, physical features, political belief or activity, pregnancy, race, religious belief or activity, gender, parental status or status as a carer.

Approved by: Gary Hatwell

Signature:



Date: 1/7/2023