

Equal Employment Opportunity for Indigenous Australians Policy

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Equal Employment Opportunity for Indigenous Australians Policy

People & Culture



WORKING FOR THE FUTURE

REMONDIS Australia Pty Limited (REMONDIS) acknowledges the Traditional Owners of the land in which its operations and sites are located throughout Australia.

This policy will be referred to as the REMONDIS Equal Opportunity for Indigenous Australians and recognises that it is REMONDIS' corporate responsibility to help end the inequality between Aboriginal and Torres Strait Islander (Indigenous Australians) peoples and other Australians through REMONDIS' work within the wider Australian context.

REMONDIS is committed to the provision of equal employment opportunity for individuals who identify as Indigenous Australians.

This policy applies to all employees of REMONDIS which includes all related entities and joint-ventures and where applicable and should be read in conjunction with the REMONDIS Bullying, Harassment & Discrimination Policy and Personal Grievance Procedure.

2.0 DEFINITIONS

Not applicable to this procedure.

3.0 FLOWCHART

Not applicable to this procedure.

4.0 ACTIVITY

4.1 Commitment

REMONDIS is committed to the provision of equal employment opportunity for individuals who identify as Indigenous Australians by developing ways to assist our diverse workforce to acknowledge and respect Indigenous Australian's people, cultures, lands and histories.

Indigenous Australians are defined as a person:

- Of Aboriginal or Torres Strait Islander descent;
- Who identifies as being of Aboriginal or Torres Strait Islander origin; and
- Who is accepted by the Indigenous community in which they associate.

REMONDIS aims to promote equal opportunity for Indigenous Australians within our operations and locations through activities that contribute to local communities, including the creation of jobs and also indirectly by purchasing from local suppliers and contractors.

It has been identified by REMONDIS that diversity in the workplace creates an inclusive work environment where Indigenous Australian's cultural heritage and practices are respected and valued creating a more dynamic, innovative and diverse workforce that is culturally tolerant.

Through our national operations REMONDIS aims to promote an understanding of indigenous culture within our workplace which is culturally inclusive and free from discrimination. If you require more information please see the REMONDIS Bullying, Harassment & Discrimination Policy and Personal Grievance Procedure.

REMONDIS fosters a relationship of inclusion and promotes progress and awareness of Indigenous Australians by:

Developing a dialogue with Traditional Owner groups and other groups to provide a better understanding of Indigenous Australians;

Encouraging community participation through fostering relationships with Indigenous Australians as part of the wider corporate social responsibility of REMONDIS;

Seeking the inclusion of local diversity-conscious suppliers and sub-contractors; and

Encouraging individual personal initiatives towards Indigenous Australians and their communities.

REMONDIS encourages Indigenous Australians to apply for positions to assist in fostering a culturally diverse workforce that provides for positive social engagement.

Content regarding the process steps

Further detail as required

5.0 REFERENCES

- Not applicable to this procedure.

6.0 ATTACHMENTS

- Not applicable to this procedure.