

Indigenous Engagement Strategy

TABLE OF CONTENTS

1. PURPOSE.....	3
2. DEFINITIONS	3
3. SCOPE.....	3
4. BACKGROUND.....	3
5. OUR COMMITMENT	3
6. STRATEGY.....	4
7. MONITORING AND EVALUATION	5
8. RELATED DOCUMENTS.....	5

1. Purpose

The Indigenous Engagement Strategy (IES) establishes the way that Carey will manage Indigenous engagement and participation in a manner that is consistent with our values and client requirements.

Carey acknowledges the unique diversity of Aboriginal and Torres Strait Islander people and recognises their continuing connection to land and waters. Carey is committed to 'closing the gap' and providing support through ongoing investment in education, sustainable employment, capacity building, training and business development.

2. Definitions

Aboriginal and Torres Strait Islander is defined as any person who:

- is of Aboriginal and/or Torres Strait Islander descent;
- identifies as an Aboriginal and/or Torres Strait Islander; and
- is recognised by the Aboriginal and Torres Strait Islander community in which s/he lives.

For the purposes of this document 'Indigenous' means 'Aboriginal and Torres Strait Islander'.

3. Scope

The scope of this document pertains to all employees, contractors and sub-contractors on all Carey site locations.

4. Background

Carey is a 100% Aboriginal owned and managed Western Australian business. Carey's owner, and Managing Director, Daniel Tucker has strong links with the Wongatha people of Western Australia.

Carey's goal is to work with our clients to deliver excellent project outcomes while building a sustainable business model, providing work and economic opportunities to Aboriginal and Torres Strait Islander people.

Strengthening our relationship with Aboriginal and Torres Strait Islander people/s, organisations and communities is fundamental to the work Carey undertakes as a wholly Aboriginal owned and operated business.

Developing the Indigenous engagement strategy is an important step in demonstrating this commitment.

5. Our Commitment

Carey will proactively engage with and support Indigenous people, communities, organisations and businesses. We will work alongside them to improve economic and social opportunities for Aboriginal and Torres Strait Islander people in each region we operate.

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6. Strategy

Carey will enhance our engagement with Aboriginal and Torres Strait Islander people, communities, businesses and organisations through our relationships, our work and our people.

<i>Our commitment</i>	<i>What we will do</i>
Our relationships Strengthen our relationships with Aboriginal and Torres Strait Islander people, communities, businesses and organisations.	<ul style="list-style-type: none"> Engage Indigenous communities in what we do and seek partnership opportunities with Traditional Owner groups. Develop communication and engagement strategies as part of major projects or activities that impact on Indigenous stakeholders. Endeavour to utilise the services of local Aboriginal sub-contractors and suppliers within the local community in which we operate. We will actively identify and invest in initiatives that improve outcomes for Aboriginal people/s.
Our work Embed our commitment in core service delivery and operational outcomes and strengthen the capacity of Carey to deliver culturally appropriate core services.	<ul style="list-style-type: none"> Deliver cultural awareness training across our business. Develop and introduce culturally appropriate protocols. Ensure business plans for all areas across the business reflect our commitment to improved outcomes for Indigenous stakeholders and identify activities or initiatives to deliver on the commitment.
Our people	<ul style="list-style-type: none"> Maintain our Indigenous employment target of 30% of our workforce. Deliver our Indigenous cadetship and apprenticeship programs. Ensure we appropriately respond to the needs of Aboriginal employees and implement a mentoring program.

7. Monitoring and Evaluation

Carey commits to a continuous improvement approach in the monitoring of performance relating to the Indigenous Engagement Strategy through several key processes:

- Undertaking ongoing liaison with managers and supervisors to ensure the delivery of key actions against project targets and deliverables.
- Maintain regular interaction with Traditional Owner groups and identified local Aboriginal stakeholders to ensure appropriate engagement expectations are being met.
- Report on progress against key performance metrics as identified by the client.

8. Related Documents

Equal Employment Opportunity Policy
Code of Conduct Policy

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