



Indigenous Employment Policy

Introduction

The Indigenous Employment Policy for BLH Engineering and Construction Pty Ltd is a part of BLH's commitment to improving the quality of life, equality of opportunity and the fulfilment of the diverse aspirations of Indigenous Australians.

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

Aims

This policy promotes and encourages employment for Indigenous Australians with BLH Engineering and Construction Pty Ltd.

Principles

Alignment with relevant government policies, strategies, protocols and guidelines.

Awareness of the importance and relevance of traditional (clan, cultural, 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

All 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, sex gender, parental status or status as a carer.

AUTHORISED BY:

Signature:  _____

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Position: **Managing Director**

Date: _____